





Digitized by the Internet Archive
in 2022 with funding from
University of Toronto

<https://archive.org/details/31761114686967>

CA20N
L
-C53

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JANUARY 1988

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER



Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1988 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	1
January 1988 Settlements	
Forestry	3
Food and Beverage	4
Textile	5
Clothing	6
Wood	6
Furniture and Fixture	7
Paper and Allied	7
Metal Fabricating	9
Transportation Equipment	11
Transportation	13
Education and Related Services	14
Personal Services	18
Local Administration	19
Addenda	
October 1987 Settlement	19
November 1987 Settlement	20
December 1987 Settlement	21

Highlights

Textile Industry

Du Pont Canada Inc. and the Independent Nylon Workers Union, acting on behalf of 1,100 employees at the Kingston fibre plant, ratified a two-year settlement on January 22, a week prior to the existing contract's expiry date. The new terms provided general wage increases of 5% effective January 28, 1988 and 4.8% a year later. Additional improvements included:

- o Annual increases of 2¢, to 48¢ and 57¢ per hour in 1989, in differentials paid for work on the evening and night shifts;
- o Annual increases of 10¢, to \$2.30 per hour, for regularly scheduled Sunday work;
- o A 5¢ increase, to 77¢ per hour, in lead hand and instructor premiums;
- o A \$3 increase in the existing safety shoe subsidy of up to \$49.

Automotive Parts Industry

At the end of January, 850 members of the Canadian Auto Workers ratified a three-year renewal agreement at Accuride Canada Inc. in London. The truck wheel plant, previously operated by Firestone Canada Inc., was acquired by the new owners in late 1986.

The economic terms of the Accuride agreement, running through January 21, 1991, generally followed key elements of the auto industry settlement pattern established last September, with variations reflecting local circumstances. Among the special features was the introduction of weekend work scheduling, instituted in the plant on a trial basis 9 months earlier, to provide for continuous operations without reliance on overtime. The scheme involves two 12-hour shifts, equal to a full work week for the equivalent of 42 hours of regular pay, with entitlement to all benefits, including paid vacations and holidays. Other negotiated changes involved:

- o An hourly wage increase of 35¢ in the first year, followed by 25¢ and 20¢ in the second and third years respectively;
- o An extra 60¢ per hour for skilled trades in the first year;
- o Incorporation into the base rates of \$1.18 in past cost-of-living payments and continuation of the present COLA escalator until the end of 1989. Beginning in January 1990, the COLA adjustment factor will be reduced from 0.11 to 0.1 point increase in the Consumer Price Index, 1981=100;
- o A 5¢ increase, to 35¢ per hour in shift premiums;
- o Increases in wage related insurance benefits, along with improvements in hearing, vision and dental care plans;

- o A six-year pension agreement providing:
 - benefit increases for current and future retirees,
 - annual adjustments of future benefits to reflect 90% of the increase in the CPI,
 - early retirement on unreduced pension for employees age 58 with 30 years service;
- o An increase from \$7 to \$8 per hour over three years in the Short Work Week benefit;
- o An introduction of a Legal Services Plan in 1990, funded from employer contributions of 5¢ per hour worked.

School Support Staff

The Canadian Union of Public Employees negotiated in January two renewal agreements addressing pay inequities between female cleaners and male caretakers. The agreements applied to 525 maintenance employees of the Hamilton City Board of Education covered by an agreement that expired September 30, 1987, and 350 employees of the York Region Roman Catholic Separate School Board, where the previous contract expired on June 30, 1987.

The 25-month Hamilton agreement which will expire October 31, 1989 provided a general wage increase of 55¢ per hour on January 4, 1988, followed by another 55¢ nine months later, plus lump-sum payments in lieu of retroactivity ranging from \$285 for 40-hour week employees to \$160 for those working less than 25 hours per week. A 20¢ adjustment, in addition to the initial wage increase, was granted to cooks and chief mechanics. Also, in a Letter of Understanding the Board agreed not to freeze the existing men's wages, downgrade men's jobs to lower pay levels or reduce their hours of work, while women's wages will be brought upwards as a result of a pay equity job evaluation plan. The parties also negotiated improvements in shift and Sunday premiums, shorter service requirements for four, five and six weeks of paid vacation, upgraded vision care and dental plans, as well as a new hearing aid benefit.

At York Region separate schools, the two-year agreement granted as of July 1, 1987 special equity increases of 8.4% for Matron Cleaner and 8.2% for Labourer, while an average increase of 4.9% was provided for all other classifications. On July 1, 1988, all wages will be increased by 4.5% and could be further adjusted by up to 1.9% on June 1, 1989 if the Consumer Price Index increase between April 1988 and 1989 exceeds 4.6%. Other changes included higher shift and lead hand premiums, better acting pay for caretakers and a two-year reduction in service requirements for 5 weeks of vacation to 18 years.

Index to Settlements Reported, January 1988

Employer and Location	Union	Page
Accuride Canada Inc., London	Cdn. Auto Workers (CLC)	11
Air Canada, system-wide	Machinists (AFL-CIO/CLC)	13
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	19
Canparts Automotive International Ltd., Cambridge	Food and Commercial Workers (AFL-CIO/CLC)	12
Dashwood Industries Ltd., Centralia	Carpenters (AFL-CIO)	6
Dominion Textile Inc., Long Sault Fabrics Plant	United Textile Workers (AFL-CIO/CLC)	5
Domtar Inc., Domtar Fine Papers Div., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	7
Du Pont Canada Inc., Kingston Works	Kingston Independent Nylon Workers Union (Ind.)	5
Esselte Pendaflex Canada Inc., Toronto and Mississauga	Graphic Communications Union (AFL-CIO/CLC)	9
General Chemical Canada Ltd., Amherstburg	Cdn. Auto Workers (CLC)	21
Great Northern Apparel Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	6
Hamilton City Board of Education	CUPE (CLC) (full-time and part-time caretakers, bus drivers maintenance, cleaning and cooking empls.)	14
Hilton International Windsor, Windsor	Textile Processors (Ind.)	18
I.B.L. Industries Ltd., Burlington	Cdn. Auto Workers (CLC)	9
Lakehead University, Thunder Bay	Faculty Assn. (Ind.)	16
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	19
Nestle Enterprises Ltd., Stouffer Div., Trenton	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	4
Nestle Enterprises Ltd., Nestle Div., Chesterville	Retail, Wholesale Employees (AFL-CIO/CLC)	20
Ontario Store Fixtures Inc., Wood Div., Toronto	Carpenters (AFL-CIO)	7

Index to Settlements Reported, January 1988

Employer and Location	Union	Page
Prescott-Russell County Board of Education, Hawkesbury	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	15
Spruce Falls Power and Paper Co. Ltd., Kapuskasing	Woodworkers Canada (CLC) (woods operations empls.)	3
York Region Roman Catholic Separate School Board, Richmond Hill	CUPE (CLC)	15

FORESTRY

Spruce Falls Power and Paper Company Limited at Kapuskasing - Local 2995, Woodworkers Canada (CLC) (woods operations employees)*: A 36-month renewal agreement effective from September 1, 1987 to August 31, 1990, covering 360 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

* Previously, Local 2995, Carpenters (AFL-CIO).

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
--------	-----------	-------------------	-------------------	-------------------

General Increases

Hourly Worker	25¢	45¢	4.5%
Piece Worker	1%	1.5%	4.5%

Hourly Rates

Labourer-General	\$15.16 (\$14.91)	\$15.61	\$16.31
Electrician Class A	\$18.81 (\$18.56)	\$19.26	\$20.13

Shift Premium: 0-45¢-55¢ (0-40¢-50¢).

Health and Welfare: Life Insurance - Effective February 1, 1988, benefit is \$40,000 (\$30,000).

Major Medical, Drug and Hospital Care Plan - Employer contributes \$40.93 (\$37.22) per month for single coverage and \$86.55 (\$77.16) per month for family coverage. Effective February 1, 1988, employer pays for any increase in Drug Plan premiums. Effective on or after September 1, 1989, employer pays for any benefit premium increases.

Weekly Indemnity - Effective February 1, 1988, maximum benefit is \$370 (\$345). Effective September 1, 1988, \$385. Effective September 1, 1989, \$400.

Dental Plan - Effective February 1, 1988, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective September 1, 1988, the 1987 O.D.A. fee schedule. Effective September 1, 1989, the 1988 O.D.A. fee schedule.

Continuation of Benefits for Retirees (new) - Employer pays the premium costs for OHIP, Major Medical, Drug Plan and Life Insurance to age 65, for employees eligible for the Special Allowance pension benefits.

Pension Plan: Normal and Early Retirement Special Allowance (new) - For retirements effective before May 31, 1988, employee aged 62 with 15 years of service by January 31, 1988 receives a lump sum payment of \$600 per month per year of service to age 65. Employee aged 60 or 61 with 30 years of service receives \$700, and employee aged 58 or 59 with 30 years receives \$800.

Early Retirement - Effective June 1, 1988, employee may retire at age 58 (62) years with 30 (15) years of service without actuarial reduction. Employee under age 62 with less than 30 years of service may retire on pension reduced by 5% (7%) per month per year of service.

Bridging Benefit - \$300 (\$20) per month for employee aged 58 with 30 years of service.

Past Service Credits - Employee whose years of cumulative service have been broken receives credit for all service, provided the employee has 1 year of continuous service worked both prior to and following the break.

Severance Pay (new): Effective September 1, 1988, employee with 3 or more years of service who is laid off due to mechanization, technological change or automation, is eligible to receive 1 week's pay per year of service to maximum 30 weeks. Employee choosing this option will automatically forfeit all recall rights.

Protective Clothing Subsidy: Effective January 30, 1988, employer will sell to employee safety boots at \$15 (\$12) and safety pants at \$12 (\$9) below invoice price.

Power Saw Rental: \$11 (\$10) per day for felling or limbing and \$12 (\$11) per day for bucking at a landing on a skidding operation.

FOOD AND BEVERAGE

Nestle Enterprises Limited, Stouffer Division at Trenton - Local 183, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): A 24-month renewal agreement effective from November 1, 1987 to October 31, 1989, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 30/88</u>	<u>Nov. 1/88</u>	<u>May 1/89</u>
	General Increases	*	25¢	25¢
	Utility C	\$10.35 (\$10.35)	\$10.60	\$10.85
	Electrician	\$14.00 (\$14.00)	\$14.25	\$14.50

*Lump Sum Payments: Effective January 30, 1988, \$400. Effective August 1, 1988, \$200.

Health and Welfare (full-time): Life Insurance - Benefit is \$25,000 (\$15,000).

Dental Plan - Effective June 1, 1988, coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective June 1, 1989, the 1988 O.D.A. fee schedule.

TEXTILE

Dominion Textile Inc., Long Sault Fabrics Plant at Long Sault - Local 468, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 27, 1987 to September 30, 1989, covering 392 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 27/87</u>	<u>Sept. 25/88</u>
General Increases		3.5%	\$3.9%
Additional Adjustments		5¢ for Utility Worker	
Lift Truck Operator		\$8.840 (\$7.870*)	\$9.185
Electrical Technician 1st Class		\$12.660 (\$11.275*)	\$13.155

* During the previous agreement, increases were treated as an add-on. Of the increases, 8.5% is incorporated into wages on September 27, 1987.

Shift Premium: 0-13¢-21¢ (0-10¢-18¢).

Sunday Premium: Time and one-half (straight time plus 85%).

Pension Plan (new): Employer Contribution - Effective January 21, 1988, 2% of employee's wages towards a Group Retirement Savings Plan.

Du Pont Canada Inc., Kingston Works - Kingston Independent Nylon Workers Union (Ind.): A 24-month renewal agreement effective from January 28, 1988 to January 27, 1990, covering 1,100 employees, settled at the bargaining stage. Duration of negotiations - 7 weeks.

Wages:	Effective	<u>Jan. 28/88</u>	<u>Jan. 28/89</u>
General Increases		5%	4.8%
Serviceman "B"		\$12.61 (\$12.01)	\$13.22
Stationary Engineer 2nd Class		\$16.61 (\$15.82)	\$17.41

Shift Premium: 0-46¢-55¢ (0-44¢-53¢). Effective January 28, 1989, 0-48¢-57¢.

Sunday Premium: \$2.20 (\$2.10) per hour in addition to shift premium. Effective January 28, 1989, \$2.30.

Lead Hand Premium: 77¢ (72¢) per hour more than the highest rate in group.

Instructor Premium: 77¢ (72¢) per hour.

Safety Shoe Allowance: Either \$52 (\$49) or the total of \$44 (\$41) and 1/3 of the difference between purchase price and \$44, whichever is less.

CLOTHING

Great Northern Apparel Inc. at Cornwall - Local 1136, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1988 to December 31, 1990, covering 353 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>
	Increases:			
	Incentive	37¢	33¢	40¢
	Non-Incentive	48¢	42¢	52¢
	<u>Non-Incentive</u>			
	Group C (includes Material Handler)	\$6.72-\$7.16 (\$6.24-\$6.68)	\$7.14-\$7.58	\$7.66-\$8.10
	Group A (Cutter)	\$8.31-\$10.19 (\$7.83-\$9.71)	\$8.73-\$10.61	\$9.25-\$11.13
	Maximum rate for Material Handler is reached after 3 months and for Cutter after 9 months.			
Shift Premium:	30¢ (25¢) for all hours worked on the afternoon shift. Effective January 1, 1989, 32¢. Effective January 1, 1990, 35¢			
Paid Vacation:	4 weeks after 10 years of service (new).			
Health and Welfare:	<u>Supplemental Health Care Program, including Drug Plan, OHIP and Weekly Indemnity</u> - Joint employer/employee shared plan, with maximum employee share \$5 (\$6) per month.			
	<u>Weekly Indemnity</u> - Effective January 1, 1989, benefit is \$165 (\$155). Effective January 1, 1990, \$175.			

WOOD

Dashwood Industries Limited at Centralia - Local 3054, Carpenters (AFL-CIO): A 36-month renewal agreement effective from November 16, 1987 to November 15, 1990, covering 275 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 16/87</u>	<u>Nov. 16/88</u>	<u>Nov. 16/89</u>
	General Increases	35¢	38¢	40¢
	Group IV (includes Labourer)	\$10.90 (\$10.55)	\$11.28	\$11.68
	Trades Group (includes Electrician Licensed)	\$13.75 (\$13.40)	\$14.13	\$14.53

Start Rate - \$7.90 (\$7.55), progressing to job rate in two increases within 6 months. Effective November 16, 1988, \$8.28. Effective November 16, 1989, \$8.68.

Student Rate - Effective November 16, 1988, \$7.05 (\$6.75).
Effective November 16, 1989, \$7.35.

Health and
Welfare:

Life Insurance and A. D. & D. - Effective January 13, 1988,
benefit is \$15,000 (\$10,000). Effective November 16, 1989,
\$20,000.

Vision Care - Effective February 1, 1988, maximum claim for
eyeglass frames is \$40 (\$35) every 2 years.

Dental Plan - Effective January 13, 1988, coverage is based on the
1986 (1984) Ontario Dental Association fee schedule. Effective
November 16, 1988, the 1987 O.D.A. fee schedule.

Continuation of Benefits (new) - Employer continues to pay
health and welfare premiums for up to 2 months after employee is
laid off.

Pension Plan
(new):

Employer Contribution - Effective February 1, 1988, 5¢ per hour
worked to a Group Registered Retirement Savings Plan for active
employees. Effective January 1, 1989, 10¢.

Safety Shoe
Allowance:

Employer pays up to 50% of the cost of one pair per year to a
maximum of \$65 (\$40).

FURNITURE AND FIXTURE

Ontario Store Fixtures Inc., Wood Division at Toronto - Local 2679, Carpenters (AFL-CIO): A 24-month renewal agreement effective from December 8, 1987 to December 7, 1989, covering 250 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Dec. 8/87	Dec. 8/88
General Increases		5%	5%
Production Line Employee		\$8.61 (\$8.20)	\$9.04
Cabinet Maker 1		\$14.70 (\$14.00)	\$15.43

Health and
Welfare:

Dental Plan - Effective December 8, 1988, coverage is based on the
previous year's (1985) Ontario Dental Association fee schedule.

Pension Plan:

Employer Contribution - Effective July 8, 1988, 30¢ (25¢) per hour
worked to the union fund. Effective July 8, 1989, 35¢.

Safety Shoe
Allowance (new):

Effective December 8, 1988, maximum \$50 per year.

PAPER AND ALLIED

Domtar Inc., Domtar Fine Papers Division at Cornwall, St. Catharines and Toronto - Locals 77, 212, 338 and 419, Canadian Paperworkers (CLC): Three 36-month renewal agreements effective from May 1, 1987 to April 30, 1990, covering 1,300 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>May 1/87</u>	<u>May 1/88</u>	<u>May 1/89</u>
General Increases		25¢	45¢	4.5%
COLA Fold-in (St. Catharines & Toronto)		24¢		
<u>Cornwall</u>				
Labourer		\$12.98 (\$12.73)	\$13.43	\$14.03
Tradesman "A"		\$16.89 (\$16.64)	\$17.34	\$18.12
<u>St. Catharines and Toronto</u>				
Labourer		\$12.38 (\$11.89)	\$12.83	\$13.41
Tradesman "A"		\$16.37 (\$15.88)	\$16.82	\$17.58

Cost of Living
Provision (St.
Catharines and
Toronto):

Inoperative, as previously.

Shift Premium:

0-35¢-55¢ (0-35¢-50¢). Effective May 1, 1989, 0-40¢-55¢.

Paid Vacation:

Effective May 1, 1988, 6 weeks after 25 (27) years of service.

Health and
Welfare:

Life Insurance for Retirees - Benefit is \$4,000 (\$2,500).

Weekly Indemnity - Effective February 1, 1988, maximum benefit is \$339. (Previously, \$318 at Cornwall and \$295 at St. Catharines and Toronto.) Effective May 1, 1988, \$350. Effective May 1, 1989, \$365.

Long Term Disability - Maximum benefit is \$1,800 (\$1,600) per month.

Supplemental Health Care - Up to \$15 per visit to a licensed chiropractor and up to \$25 per disability for x-rays, to a maximum \$300 per year, and \$50 once per year for prescribed orthopaedic shoes (new).

Vision Care (new) - Effective February 1, 1988, maximum claim per family member is \$75 every 2 years.

Dental Plan - Effective February 1, 1988, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective May 1, 1988, the previous year's O.D.A. fee schedule.

Pension Plan:

Plan has been renegotiated for the period May 2, 1987 to the expiry of the subsequent collective agreement. Pensions are based on an average earnings formula, with the benefit equal to 1.65% of the final (best) 5 years average earnings times years of service, less a CPP offset.

Safety Shoe Allowance: \$40 (\$25) per year.

Esselte Pendaflex Canada Inc. at Toronto and Mississauga - Local 466, Graphic Communications Union (AFL-CIO/CLC): A 20-month renewal agreement effective from January 25, 1988* to September 30, 1989, with wages retroactive to October 1, 1987, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

* Previous agreement expired September 30, 1987.

Wages:	Effective	<u>Oct. 1/87</u>	<u>Oct. 1/88</u>
	General Increases	4.5%	4.5%
	Group 11 (includes Custom Binder Assembler)	\$8.49-\$9.44 (\$8.12-\$9.03)	\$8.87-\$9.86
	Group 1 (Maintenance Machinist)	\$15.10-\$15.85 (\$14.45-\$15.17)	\$15.78-\$16.56

Maximum rate for Group 11 is reached after three increases in 12 months and for Group 1 after one 12-month increase.

Hours of Work: Four 10-hour shifts at straight time rate and two 12-hour weekend shifts at time and one-half are introduced (new).

Shift Premium: Effective October 1, 1988, 0-42¢-42¢ (0-40¢-40¢). Effective April 1, 1989, 0-45¢-45¢.

Pay for Work on Paid Holidays: Double time (time and one-half) for maintenance employees.

Paid Vacation: Effective June 30, 1988, 4 weeks after 11 (12) years of service.

Health and Welfare: Dental Plan - Effective October 1, 1988, employer pays 75% (50%) of premium costs. Effective July 1, 1989, 100%. Coverage continues to be updated on April 1 to the Ontario Dental Association fee schedule with a 2-year lag.

Safety Shoe Allowance: \$45 (\$40) per year.

Safety Prescription Glasses: Maximum \$26 (\$24) every 2 years. Effective October 1, 1988, \$28.

METAL FABRICATING

I.B.L. Industries Limited at Burlington - Local 525, Canadian Auto Workers (CLC)*: A 36-month renewal agreement** effective from December 1, 1987 to November 30, 1990, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

* Previously, Employees Association (Ind.).

** Previously, two collective agreements.

Wages:	Effective	<u>Dec. 1/87</u>	<u>Dec. 1/88</u>	<u>Dec. 1/89</u>
	General Increases	5.2%	2%	2%
	General Labour	\$8.48 (\$8.06)	\$8.65	\$8.82
	Tool & Die Maker Class 1	\$14.79 (\$14.06)	\$15.09	\$15.39
Cost of Living Allowance (new):	1¢ for each .35 point increase in the Consumer Price Index - 1971=100, using the December 1988 index as the base. Triggered at 4% annually. Adjusted quarterly.			
Paid Holidays:	Effective December 1, 1988, 12 (11) days. Effective December 1, 1989, 13.			
Health and Welfare:	<p><u>Life Insurance</u> - Benefit is \$25,000 (previously, equal to annual earnings.) Effective December 1, 1988, \$26,000. Effective December 1, 1989, \$27,000.</p> <p><u>A. D. & D. (new)</u> - Employer pays 100% of premium costs. Benefit is equal to life insurance benefit.</p> <p><u>Weekly Indemnity</u> - Effective February 1, 1988, benefit is payable on a 1-1-8-26 (1-8-26) basis. Effective December 1, 1989, payable on a 1-1-4-30 basis, with UIC carve-out for weeks 16 to 30.</p> <p><u>Long Term Disability Plan (new)</u> - Effective December 1, 1989, employer pays 100% of premium costs. Benefit is 66 2/3% of basic earnings, payable after 30 weeks of weekly indemnity until recovery, death or age 65.</p> <p><u>Major Medical</u> - Effective February 1, 1988, deductible eliminated. (Previously, annual deductibles of \$10 for single coverage and \$20 for family coverage.)</p> <p><u>Drug Plan (new)</u> - Effective December 1, 1988, employer pays 100% of premium costs. \$1 deductible per prescription.</p> <p><u>Vision Care (new)</u> - Effective December 1, 1989, employer pays 100% of premium costs. Maximum claim is \$100 every 2 years.</p> <p><u>Dental Plan</u> - Effective February 1, 1988, maximum claim for major procedures is \$1,500 (\$1,000). Effective December 1, 1988, 80%-20% co-insurance factor for basic care is eliminated. Effective December 1, 1989, \$25 per person annual deductible is eliminated. Coverage continues to be updated to the previous year's Ontario Dental Association fee schedule.</p>			
Pension Plan (new):	<u>Non-Contributory - Basic Benefit</u> - \$13 per month per year of past and future service.			
Safety Shoe Allowance:	Effective December 1, 1988, maximum \$45 (\$40) twice a year. Effective December 1, 1989, \$50.			

TRANSPORTATION EQUIPMENT

Accuride Canada Inc., previously Firestone Canada Inc., Firestone Steel Products of Canada Division at London - Local 27, Canadian Auto Workers (CLC):
A 36-month renewal agreement effective from January 21, 1988 to January 21, 1991, covering 850 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 21/88</u>	<u>Jan. 21/89</u>	<u>Jan. 21/90</u>
General Increases		35¢	25¢	20¢
COLA Fold-in		\$1.18		
Skilled Trades Adjustment		60¢		
Group V (includes Labourer)		\$13.54 (\$12.01)	\$13.79	\$13.99
Group IV (includes Electrician)		\$16.89 (\$14.76)	\$17.14	\$17.34

Cost of Living Allowance: 1¢ per 0.11 point increase in the Consumer Price Index - 1981=100, using the average index for October, November and December 1987 as the base. Adjusted quarterly, with 1¢ per quarter diverted towards benefit and pension costs for a total of 11¢. (Previously, no diversions. Basic formula is unchanged.)
Effective January 1, 1990, 1¢ per 0.1 point increase in the CPI.

Hours of Work: Weekend Shift (new) - 18 hours' pay for 12 hours worked on Saturday and 24 hours' pay for 12 hours worked on Sunday for a total of 42 hours' pay. Employee receives full benefits, with each shift equal to one-half week for benefit purposes. Employee receives pay for statutory holidays without time off. COLA and Shift Premium are paid for the actual hours worked only.

Shift Premium: 0-35¢-35¢ (0-30¢-30¢).

Bereavement Leave: 1 day's paid leave upon death of grandparent-in-law (new).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$16,000 (\$15,000).
Effective January 21, 1989, \$17,000. Effective January 1, 1990, \$18,000.

Weekly Indemnity - Payable on a 1-1-6-52 (1-1-8-52) basis.

Hearing Aid - Maximum claim is \$500 (\$400) every 5 years.

Vision Care - Maximum claim is \$110 (\$100) per person every 2 years. Effective January 21, 1989, \$120. Effective January 21, 1990, \$130.

Dental Plan - Coverage continues to be based on the Ontario Dental Association fee schedule with a 2 year lag. Maximum lifetime orthodontic benefit is \$1,200 (\$1,000). Maximum lifetime benefit for crowns and bridges is \$1,200 (\$1,000).

Pension Plan: Plan has been renegotiated for the period January 21, 1988 to January 21, 1994.

Future Retirees

Pension Indexing (new) - The amount of COLA paid each year will be the lesser of:

- 1) 90% of the annual increase in the Consumer Price Index for previous 12 month period.
- 2) the amount that, when added to the employee's pension benefit, would be equal to the pension benefit an active worker would receive if retiring that year.

Basic and Supplemental Monthly Benefits Per Month Per Year of Service/Normal Retirement and Temporary Allowance - Employee with 30 or more years of service who retires receives a temporary allowance to age 60 (new). The temporary allowance is the amount that added to the normal and supplemental benefits provides the total monthly benefit given below.

Effective	Normal Benefit	Supplemental Benefit	Temporary Allowance Level
1988	\$20(\$18)	\$13 (\$11)	\$1,150
1989	\$22	\$14	\$1,255
1990	\$24	\$15	\$1,360
1991	\$26	\$16	\$1,465
1992	\$29	\$17	\$1,600
1993	\$32	\$18	\$1,740

Early Retirement - Employee aged 58 with 30 years of service may elect early retirement with an unreduced pension (new).

Disability Retirement Pension - Employee with 10 years of service whose age plus years of service equals 55 (60) is eligible.

Current Retirees

Basic Benefit - Benefits are increased by \$2.50 per month per year of service, and by \$1 in each of the next 5 years.

Safety Shoe Allowance:

Maximum \$35 (\$30) per year.

Supplemental Unemployment Benefit Plan:

Short Work Week Benefit - \$7.50 (\$7) per hour. Effective January 21, 1989, \$7.75. Effective January 21, 1990, \$8.

Paid Legal Services Plan (new):

Funding - Employer contributes 5¢ per hour worked.

Benefits - A full range of legal services, commencing in January 1990.

Canparts Automotive International Limited at Cambridge - Local 173, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 3, 1987 to November 2, 1989, covering 345 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:

Effective	Nov. 3/87	Nov. 3/88
General Increases	90¢	60¢

Effective	<u>Nov. 3/87</u>	<u>Nov. 3/88</u>
Equity Adjustments	70¢ for Press Set-Up and 50¢ for Picker	
General Labour (includes packaging and finishing)	\$8.76 (\$7.86)	\$9.36
Maintenance (includes millwright)	\$11.36 (\$10.46)	\$11.96

Start Rate - \$1.80 less than job rate, progressing to job rate after four 3-month increases of 45¢. (Previously, 50¢ less than job rate, progressing to job rate after two 3-month increases of 25¢.)

Health and Welfare: Vision Care (new) - Employer pays 100% of premium costs. Maximum claim is \$80 every 2 years.

Dental Plan - Coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective November 3, 1989, the 1988 O.D.A. fee schedule.

Safety Shoe Allowance: \$40 (\$30) per year. Effective November 3, 1988, \$50.

TRANSPORTATION

Air Canada, system-wide - Lodge 148, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from June 29, 1987 to June 24, 1990, covering 2,559 Ontario employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9 months.

Wages:	Effective	<u>June 29/87</u>	<u>June 27/88</u>	<u>June 28/89</u>
General Increases		4%	4%	5%
	<u>Maintenance Branch</u>			
Building Attendant 1		\$7.57 (\$7.28)	\$7.87	\$8.26
Aircraft Inspector 2		\$21.03 (\$20.22)	\$21.87	\$22.96

Health and Welfare: OHIP - Employer contribution of \$4 per month for single employees and \$10 per month for married employees is discontinued for future employees (new).

Major Medical - Plan is extended to cover the cost of hyperbaric treatment (new).

Pension Plan: Pension Indexing (new) - The amount of COLA paid each January 1 from 1988 to 1992 is equal to 50% of the annual increase in the Consumer Price Index, to a maximum payment of 4%. Payable to retirees aged 60 or more each January 1.

Travel Allowance: \$40 (\$36) per day and \$20 (\$18) per half-day for employee required to work out of town.

- Contracting Out: Guarantee that sub-contracts will not result in staff reductions of the affected employees (new).
- Job Security: Employee affected by partial or total station closure due to company alliances or purchases may opt for a company-paid transfer to a station with a permanent vacancy, exercise bumping rights, or opt for severance pay of 2 weeks' pay per year of service to a maximum 52 weeks' pay. (Regular severance pay provides 2 weeks' pay after 1 year of service plus 1 week's pay per year of service after 3 years to a maximum 20 weeks' pay.)

EDUCATION AND RELATED SERVICES

Hamilton City Board of Education - Local 1344, Canadian Union of Public Employees (CLC) (full-time and part-time caretakers, maintenance, cleaning and cooking employees): A 25-month renewal agreement effective from October 1, 1987 to October 31, 1989, covering 525 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/87</u>	<u>Jan. 4/88</u>	<u>Oct. 1/88</u>
General Increases		*	55¢	55¢
Additional Adjustments			20¢ for Cook and Chief Mechanic and some reclassifications	
Cleaner		\$9.87 (\$9.87)	\$10.42	\$10.97
Assistant Caretaker 0-2 years		\$11.01-\$11.74 (\$11.01-\$11.74)	\$11.56-\$12.29	\$12.11-\$12.84
Chief Mechanic		\$13.504 (\$13.504)	\$14.254	\$14.804

Maximum rate for Assistant Caretaker is reached after two 6-month and one annual increase.

*Lump Sum	Employee working more than 40 hours per week:	\$285
Payments:	Employee working more than 30 hours per week:	\$250
	Employee working more than 25 hours per week:	\$200
	Employee working less than 25 hours per week:	\$160

Shift Premium: Effective January 4, 1988, 35¢ (30¢) per hour between 3 p.m. and 8 a.m.

Sunday Premium: Effective January 4, 1988, 40¢ (33¢).

Paid Vacation: 5 weeks after 19 (20) years of service and 6 weeks after 25 (27) years. Effective July 1, 1989, 4 weeks after 9 (10) years and 5 weeks after 18 years.

Health and Welfare: Dental Plan - Plan is equivalent of Blue Cross Plan #9 (#7) with 65%-35% (50%-50%) co-insurance. Coverage is based on the 1987 (1985) Ontario Dental Association fee schedule. Effective October 1, 1988, 75%-25% co-insurance and the 1988 O.D.A. fee schedule.

Hearing Aid (new) - Employer pays 100% of premium costs. Maximum claim is \$500 every 5 years.

Vision Care - Maximum claim is \$100 (\$60) every 2 years.

Pension Plan
(Cleaners and
Cooks):

OMERS Type 1 Supplementary Past Service Benefit Plan - 2% of employee's average salary for best 5 years times years of credited service times 75% (50%) of gross benefit less any offset for C.P.P., for employees working more than 24 hours per week.

Safety Shoe
Allowance
(maintenance
employees):

75% reimbursement to a maximum of \$75 per calendar year.
(Previously, 50% to a maximum \$50 for term of the agreement.)

Prescott-Russell County Board of Education at Hawkesbury - Ontario Secondary School

Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 300 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:

Effective

Sept. 1/87

General Increase

4.6%

Teacher-Category I
0-10 years

\$23,399-\$40,976
(\$22,370-\$39,174)

Teacher-Category IV
0-11 years

\$28,534-\$50,702
(\$27,279-\$48,472)

Vice-Principal
0-3 years

\$56,098-\$60,757
(\$53,631-\$58,085)

Principal
0-4 years

Fewer than 500 students

\$57,199-\$64,702
(\$54,684-\$61,857)

500 or more students

\$61,952-\$69,453
(\$59,228-\$66,399)

Responsibility
and Extra Degree
Allowances:

Increased in accordance with the general salary increase.

Health and
Welfare:

Dental Plan - Effective February 1, 1988, maximum lifetime orthodontic benefit is \$1,500 per person (new).

Mileage
Allowance:

Effective February 1, 1988, 25¢ (24¢) per kilometre.

York Region Roman Catholic Separate School Board at Richmond Hill - Local 1571,

Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from July 1, 1987 to June 30, 1989, covering 347 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/87</u>	<u>July 1/88</u>	<u>June 1/89</u>
Increases		Equity increase of 8.4% for Matron Cleaner and 8.2% for Labourer; average 4.9% for all other employees	4.5%	*
Additional Adjustments		Maintenance 3 and 4 classifications added		
Matron Cleaner		\$9.34 (\$8.62)	\$9.76	
Maintenance 4 (licensed with 4-year apprenticeship) (new)		\$17.15	\$17.92	
* Increase to equal the percentage increase in the Consumer Price Index from April 1988 to April 1989, triggered at 4.6% and capped at 6.5%.				
Shift Premium:	40¢ (35¢)	per hour between 3:30 p.m. and 8:00 a.m.		
Lead Hand Premium:	20¢ (10¢)	per hour.		
Acting Pay:	40¢ (35¢)	per hour worked for Assistant Caretaker when performing duties of Head Caretaker. 45¢ (40¢) per hour for Head Caretaker supervising 5 or more Assistant Caretakers and 25¢ (20¢) per hour when supervising 3 to 5 Assistant Caretakers.		
Paid Vacation:	5 weeks	after 18 (20) years of service.		

Lakehead University at Thunder Bay - Unit 1, Faculty Association (Ind.): A 36-month renewal agreement effective July 1, 1987 to June 30, 1990, covering 266 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 1/87</u>	<u>July 1/88</u>
General Increases		4%	4%
Additional Adjustments		Salary floors and ceilings upgraded	Teacher Counsellor and Laboratory Instructor classifications merged with Professorial ranks
<u>Annual Rates</u>			
Lecturer and Laboratory Instructor III		\$25,000-\$37,000 (\$20,545-\$30,815)	\$26,000-\$38,480

Effective	<u>July 1/87</u>	<u>July 1/88</u>
Assistant Professor and Teacher Counsellor III	\$29,500-\$46,500 (\$26,195-\$40,215)	\$30,680-\$48,360
Professor	\$46,500-\$73,750 (\$40,215-\$65,490)	\$48,360-\$76,700

Effective	<u>July 1/89</u>
General Increase	4%*
Lecturer	\$27,040-\$40,020
Assistant Professor	\$31,910-\$50,295
Professor	\$50,295-\$79,775

Adjustments to Base Salaries - 2%. Effective January 1, 1988, 2%.
Effective July 1, 1988, 0.5%. Effective January 1, 1989, 1.5%.
Effective July 1, 1989, 0.5%. Effective January 1, 1990, 1.5%.

* Increase to equal the percentage increase in the Consumer Price Index from July 1988 to July 1989 above 4% and up to 5%, and the percentage increase in the CPI above 5%, to a maximum increase of 6%.

Lump Sum Settlement Payment: \$200 for each full-time faculty member, to be added to employee's professional allowance for 1987-88.

Annual Career Development Increments:	<u>July 1/87</u>	<u>July 1/88</u>	<u>July 1/90</u>
Professor	\$1,770 (\$1,700)	\$1,970	\$2,160
Associate Professor	\$1,460 (\$1,400)	\$1,625	\$1,780
Assistant Professor	\$1,115 (\$1,100)	\$1,240	\$1,355
Lecturer	\$905 (\$920)	\$1,000	\$1,090

Teacher/Counsellor and Laboratory Instructor - 3% of 1986-87 salary scale.

Chairperson/Director Stipend: \$300-\$900 (\$525-\$1,050), depending on the number of faculty members in the department, and \$450 plus an additional \$450 added to the employee's professional allowance (new).

Professional Allowance: \$450 (\$400). Effective July 1, 1988, \$500. Effective July 1, 1989, \$550.

Inconvenience Allowance: \$1,100 (\$1,000).

Paid Maternity Leave (new): Effective July 1, 1988, 17 weeks at the difference between 80% of salary and UIC benefit. Effective July 1, 1990, 95%.

Sabbatical Leave: Effective July 1, 1988, 80% (75%) of regular salary.

Health and Welfare: Vision Care and Dental Plan (new) - Effective July 1, 1988, employer pays 50% of the premium costs. Effective July 1, 1989, 100%.

Patents and Copyrights (new): Employee's proprietary rights with respect to patents and copyrights vary, depending on the specific situation.

PERSONAL SERVICES

Hilton International Windsor, Division of 496986 Ontario Limited at Windsor - Local 351, Textile Processors (Ind.): A 36-month renewal agreement effective from December 1, 1987 to November 30, 1990, covering 207 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 1/87</u>	<u>Mar. 1/89</u>	<u>July 1/90</u>
--------	-----------	------------------	------------------	------------------

Increases:

Non-Gratuity	6%	6%	6%
Gratuity	5%	5%	5%

Additional Adjustments	50¢ for Maintenance I & II*
------------------------	-----------------------------

Minium Rates

Waithelp	\$4.83 (\$4.60)	\$5.07	\$5.32
Room Attendant	\$6.89 (\$6.50)	\$7.30	\$7.74
Chef T.	\$10.92 (\$10.30)	\$11.56	\$12.25

* Maintenance II rate to be phased into Maintenance I rate by the end of the agreement.

Gratuities Pool (new): 80% of the gratuity for a banquet function goes into the employee tronc and is shared on the basis of the present system. (Previously, an agreement existed but was not part of the collective agreement.)

Paid Holidays: Effective December 1, 1988, employment anniversary date is added for a total of 10 (9) days.

Health and Welfare: Employer Contribution - Effective February 1, 1988, \$65 (\$45) per month per full-time employee towards the Union Health and Welfare plan. Effective December 1, 1988, \$70. Effective December 1, 1989, \$75.

Continuation of Benefits - Employer maintains contributions for Health and Welfare up to 6 (1) months over a 12-month period for employee absent due to illness or injury.

Pension Plan: Employer Contribution - Effective July 1, 1990, 10¢ (5¢) per hour worked per full-time employee towards the union pension plan.

LOCAL ADMINISTRATION

Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 5,200 employees, settled by arbitration. Duration of negotiations - 14½ months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>June 1/87</u>	<u>Oct. 1/87</u>
	General Increases	4%	1.52%	
	Additional Adjustments			*
	3rd Class Constable	\$31,333 (\$30,128)	\$31,808	\$31,808
	1st Class Constable	\$39,166 (\$37,660)	\$39,760	\$39,760
	Staff Sergeant	\$47,978 (\$46,134)	\$48,706	\$49,203

* Sergeant and Staff Sergeant salaries adjusted to 113% (112.5%) and 123.75% (122.5%) respectively of 1st Class Constable rate.

Court Call-Back Pay: One-half of call-back pay entitlement in event of the cancellation of a scheduled court appearance after 11 p.m. of the previous day (new).

Paid Maternity Leave (new): Maximum 15 weeks at the difference between 75% of salary and UIC benefit.

No reduction of annual leave entitlement during paid maternity leave or adoption leave. (Previously, reduced if absent 40 or more work days.)

Health and Welfare: Long Term Disability - Benefit is 75% of salary at the time of disability or, in subsequent years of disability, 60% (50%) of the increased salary of the rank held at the time of disability, whichever is greater.

Sick Leave Gratuity: Benefit payable to the employee's estate. (Previously, payable to the employee's dependents.)

Pension Plan: Early Retirement - Employee with 25 years of service may retire with an unreduced pension. (Previously, after age 25 with a 10% reduction.)

Addenda

October 1987 Settlement

MISCELLANEOUS MANUFACTURING

Canadian General-Tower Limited at Cambridge - Local 862, Rubber Workers (AFL-CIO/CLC): A 40½-month renewal agreement effective from October 15, 1987* to February 28, 1991, covering 311 employees, settled at the bargaining stage and ratified in October 1987. Duration of negotiations - 1 month.

* Previous agreement was scheduled to expire February 28, 1988.

Wages:	Effective	<u>Oct. 15/87</u>	<u>Mar. 1/89</u>	<u>Mar. 1/90</u>
General Increases		63¢	55¢	50¢
Serviceman		\$11.90 (\$11.27)	\$12.45	\$12.95
Electrician		\$14.80 (\$14.17)	\$15.35	\$15.85
Cost of Living Allowance:	1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the February 1990 index as the base. Triggered at 5% (6.25%) and capped at 20¢ (unchanged). (Formula did not trigger.)			
Paid Vacation:	Effective March 1, 1989, 5 weeks after 19 (20) years of service.			
Shift Premium:	Effective March 1, 1988, 0-35¢-41¢ (0-32¢-38¢). Effective March 1, 1989, 0-37¢-43¢.			
Health and Welfare:	<u>Life Insurance</u> - Effective March 1, 1988, benefit is \$18,000 (\$17,000). Effective March 1, 1989, \$19,000. Effective March 1, 1990, \$20,000.			
	<u>Dental Plan</u> - Coverage continues to be updated each March 1 to the previous year's Ontario Dental Association fee schedule. Maximum benefit for dentures is \$1,000 for the term of the agreement (previously, for lifetime).			
	<u>Vision Care</u> - Effective March 1, 1988, maximum claim is \$120 (\$110) every 2 years.			
Pension Plan:	<u>Basic Benefit</u> - Effective March 1, 1988, \$14 (\$13) per month per year of service. Effective March 1, 1989, \$15.50. Effective March 1, 1990, \$16.			
Meal Allowance:	\$4.75 (\$4.25). Effective March 1, 1989, \$5. Effective March 1, 1990, \$5.25.			
Safety Shoe Allowance:	Effective March 1, 1988, maximum \$50 (\$45) for first pair and \$25 (\$22.50) for second pair, except \$80 for first pair for mixing/printing department employees and \$60 for second pair. Effective March 1, 1990, \$55, \$27.50, \$85 and \$65 respectively.			
Paid Union Leave:	Effective March 1, 1989, maximum \$8 (\$7) per year times number of employees in the bargaining unit for union representatives attending to union business outside of regular working hours.			

November 1987 Settlement

FOOD AND BEVERAGE

Nestle Enterprises Limited, Nestle Division at Chesterville - Local 488, Retail, Wholesale Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1988 to January 31, 1990, covering 203 employees, settled at the bargaining stage and ratified in November 1987. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/88</u>	<u>Feb. 1/89</u>
	General Increases	3%	4%
	COLA Fold-in	24¢	
	General Labour	\$13.31 (\$12.68)	\$13.84
	Engineer 3rd Class	\$15.06 (\$14.38)	\$15.66
Lump Sum Settlement Payment:	\$300 per employee.		
Cost of Living Allowance:	1¢ per 0.5 point increase in the Consumer Price Index - 1971=100, using the January 1989 index as the base. Adjusted quarterly. Capped at 25¢. (Basic formula is unchanged.)		
Shift Premium:	46¢ (44¢) per hour. Effective February 1, 1989, 48¢.		
Paid Vacation:	6 weeks after 29 (30) years of service.		
Bereavement Leave:	5 (3) days' paid leave upon death of spouse.		
Sick Leave Fund (new):	A fund of \$600 is available for employees considered ineligible for weekly indemnity benefit on the first day of accident. The fund is administered jointly by the employer and union.		
Health and Welfare:	<u>Dental Plan</u> - Coverage continues to be updated annually to the previous year's Ontario Dental Association fee schedule.		
Rehabilitation Programme (new):	Employer pays 50% of eligible expenses to a maximum \$800 with \$200 deductible, for employee attending a recognized drug/alcohol rehabilitation programme.		
Pension Plan (new):	<u>Basic Benefit</u> - Effective January 1, 1990, \$10 per month per year of service.		
Meal Allowance:	\$4.75 (\$4.50) after 4 hours of overtime. Effective February 1, 1990, \$5.		
Safety Shoe Allowance:	\$55 (\$40) per year. Effective February 1, 1989, \$65.		

December 1987 Settlement

CHEMICAL AND CHEMICAL PRODUCTS

General Chemical Canada Ltd., previously Allied Canada Inc., Allied Chemical Division at Amherstburg - Local 89, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from November 1, 1987 to October 31, 1990, covering 377 employees, settled at the conciliation officer stage and ratified in December 1987. Duration of negotiations - 2 months.

Wages:	Effective	Nov. 1/87	Nov. 1/88	Nov. 1/89
General Increases		25¢	25¢	25¢
COLA Fold-in		\$1.39		
Labour Grade 1 (includes General Labour)		\$16.20 (\$14.56)	\$16.45	\$16.70
Labour Grade 10 (includes Journeyman)		\$17.92 (\$16.28)	\$18.17	\$18.42
Cost of Living Allowance:	<p>\$1.44 COLA float was generated during the previous agreement; \$1.39 is folded into wages and 5¢ continues to float.</p> <p>1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, above the base index of 328.4. Adjusted quarterly. To be folded into wages at the end of the agreement with a 5¢ float remaining. (Basic formula is unchanged.)</p>			
Shift Premium:	<p>0-67¢-92¢ (0-62¢-85¢). Effective November 1, 1988, 0-72¢-99¢. Effective November 1, 1989, 0-77¢-\$1.06.</p>			
Health and Welfare:	<p><u>Life Insurance</u> - Effective January 1, 1988, benefit is \$28,000 (\$27,000). Effective January 1, 1989, \$29,000.</p> <p><u>Weekly Indemnity</u> - Benefit is \$339 (\$315). Effective November 1, 1988, \$359. Effective November 1, 1989, \$379.</p> <p><u>Dental Plan</u> - Coverage continues to be based on the current Ontario Dental Association fee schedule, with 1 visit every 9 (6) months. Lifetime maximum \$9,500 (\$9,000). Orthodontic lifetime maximum is \$1,500 (\$1,000). Mouthguards are added to the coverage (new).</p>			
Pension Plan:	<p><u>Basic Benefit</u> - \$20 (\$16) per month per year of service. Effective November 1, 1988, \$22. Effective November 1, 1989, \$24.</p> <p><u>Minimum Disability Benefit</u> - \$350 (\$150) per month.</p> <p><u>Vesting</u> - After 2 (10) years of service.</p> <p><u>Lump Sum Payments in lieu of Pension Indexing</u> - Effective October 31, 1987, \$500 per retiree. Effective October 31, 1988, \$500. Effective October 31, 1989, \$500.</p>			
Meal Allowance:	Effective January 1, 1989, \$8 (\$7.75).			
Safety Shoe Allowance:	Effective January 1, 1988, \$115 (\$110) per year.			



ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
FEBRUARY 1988

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1988 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below.

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

Contents

	Page
Highlights	i
Index to Settlements Reported	23
February 1988 Settlements	
Food and Beverage	25
Primary Metal	26
Transportation Equipment	28
Electrical Products	28
Transportation	29
Wholesale Trade	32
Education and Related Services	33
Health and Welfare Services	38
Local Administration	40
Addenda	42
October 1987 Settlement	42
November 1987 Settlement	43
December 1987 Settlement	44
January 1988 Settlement	44

Highlights

Hospital Nurses

A centrally negotiated settlement, signed on February 1 by the Ontario Nurses Association on behalf of its 38,000 members working at 161 hospitals across the province, served as a basis for the renewal of 320 separate agreements which were scheduled to expire on March 31, 1988. The new three-year agreements provided wage increases ranging from 2% at the start rate to 4.8% at the maximum on April 1, 1988, a further 2% to 3.8% a year later, and a general increase of 4% effective April 1, 1990. In addition, an eighth step was added to the registered nurse's salary grid in 1989 and a ninth in 1990. The grid extension, along with the annual wage increases, brought the maximum RN rate from \$17.71 per hour in 1987 to \$20.62 per hour in the last year of the new contracts. Other terms included:

- o A 45¢ per hour premium for weekend work to be introduced in April 1990;
- o A twelfth paid holiday starting in 1989;
- o A reduction in the service requirement for 5 weeks of paid vacations from 17 to 15 years and a new six-week leave after 25 years service, both commencing April 1, 1989;
- o A new paid maternity leave of up to 15 weeks at the difference between 75% of regular earnings and UIC benefits;
- o Revisions to insured benefit plans, requiring the employer to pay full premium costs towards life insurance in 1989 and 75% for dental plan in 1990, as well as increasing the Extended Health Care deductible amounts by \$5 to \$15 for single coverage and \$25 for family coverage.

Steel Pipe Mills

A mediated settlement reached in mid-February between the Stelpipe Unit of Stelco Inc. and the United Electrical Workers' Local 523 ended a strike that began on November 2, 1987 at the company's tubular pipe division in Welland. The walkout involved 800 workers at the Page-Hersey and Welland Tube Works covered by separate contracts due for renewal at the end of October. Central to the dispute was the workers' rejection of a contract offer with a lower value than the agreement signed last June at other Stelco operations. That master pact included a wage/benefit increase estimated at about \$3.80 per hour assuming a 4% annual inflation rate.

The new Stelpipe settlement, worth about \$2.91 per hour increase in wages and benefits over three years, differed from the earlier Stelco pact in the cost-of-living, paid vacations and group insurance areas. It's new terms called for the inclusion into the existing base rates on February 15, 1988 of \$1.25 in past cost-of-living payments, followed by general wage increases of 15¢ and 20¢ per hour on November 1, 1988 and 1989, respectively. The COLA formula was revised to provide quarterly adjustments of 1¢ per 0.25 point increase in the Consumer Price Index, 1981=100, rather

than 1¢ per 0.3 point increase in the CPI, 1971=100. The existing supplemental payment plan was continued unchanged, to provide quarterly bonuses of between 15¢ and 89¢ per hour worked, depending on the job grade.

Among welfare benefit improvements were a \$55 increase over three years in weekly indemnity benefits, to \$380 by January 1990; an annual upgrading of a 3-year back-dated dental fee schedule, with claims refunded according to the 1987 schedule in 1990; an extension of major medical and dental care benefits to the surviving spouse and dependents of pensioners or those eligible to retire.

The pension plan was revised to provide an \$11 increase in the basic benefit to \$28 per month per year of service, along with an early retirement option of full pension after 30 years of service regardless of age and vesting of pension rights after two instead of ten years of credited service. In addition, there was a \$40 increase in the existing monthly pensions.

Index to Settlements Reported, February

Employer and Location	Union	Page
Arrowhead Metals Ltd., Toronto	Cdn. Auto Workers (CLC)	27
Beatrice International (Canada) Ltd., Colonial Cookies Div., Kitchener	Food and Commercial Workers (AFL- CIO/CLC)	25
Canadian Lake Carriers Assn., Ontario and Quebec	Merchant Service Guild (CLC)	43
Canadian Lake Carriers Assn., Ontario and Quebec	Cdn. Marine Officers Unions (AFL- CIO/CLC)	42
Canadian National Railway Co., system- wide	Rail Traffic Controllers (CCU)	31
Canadian National Railway Co., system- wide	Locomotive Engineers (Ind.) (locomotive engineers, firemen and hostlers)	31
Canadian National Railway Co. and Canadian Pacific Ltd., CP Rail division, system-wide	Associated Railway Unions	29
Canadian Pacific Express and Transport Ltd. CP Express and Transport Ltd. Div., Atlantic, Eastern and Western Regions	Transportation-Communications (AFL- CIO/CLC) (warehousemen, drivers, mechanics, clerks and other empls.)	31
Crothers Ltd., Toronto and Concord	Cdn. Auto Workers (CLC)	32
Durham Regional Municipality, Homes for the Aged, Whitby, Oshawa and Beaverton	CUPE (CLC) (full-time and part-time service empls.)	38
Federal Pioneer Ltd., Toronto	Communications-Electrical Workers (CLC)	28
Halton Regional Municipality, Halton Centennial Manor, Milton	Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time service empls.)	39
Lakehead Board of Education, Thunder Bay	Ont. Secondary School Teachers' Fed. (Ind.)	34
Lakehead Board of Education, Thunder Bay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	33
London City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	35

Index to Settlements Reported, February

Employer and Location	Union	Page
London City Corp.	Ont. Fire Fighters (Ind.)	44
McMaster University, Hamilton	Service Employees Intl. (AFL-CIO/CLC) (operations and maintenance empls.)	36
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (Unit A - clerical empls; Unit B - garage empls; Unit C - parking control officers, cadets and matrons)	40
Queen's University, Kingston	CUPE (CLC)	37
Ryerson Polytechnical Institute Board of Governors, Toronto	Faculty Assn. (Ind.)	36
St. Michael's Hospital and 160 other hospitals, province-wide	Ont. Nurses' Assn. (Ind.)	38
Stelco Inc., Stelpipe Unit, Welland	Electrical Workers (UE) (CLC)	26
Tenneco Canada Inc., Walker Exhausts Div., Cambridge	United Steelworkers (AFL-CIO/CLC)	28
William H. Kaufman Inc., Kitchener	Rubber Workers (AFL-CIO/CLC)	44

FOOD AND BEVERAGE

Beatrice International (Canada) Ltd., Colonial Cookies Division at Kitchener - Local 617P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1987 to October 31, 1989, covering 310 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 1/87</u>	<u>Nov. 1/88</u>
	General Increases	55¢	55¢
	Additional Adjustments	Some classification adjustments	
	Packer	\$10.42 (\$9.87)	\$10.97
	Utility Oven Captain	\$11.37-\$11.50 (\$10.82-\$10.95)	\$11.92-\$12.05
	Maintenance Mechanic (new)	\$12.95	\$13.50
	Maximum rate for Utility Oven Captain is reached after 96 days worked.		
Shift Premium:	Effective February 8, 1988, 0-24¢-35¢ (0-25¢-35¢). Effective November 1, 1988, 0-28¢-35¢.		
Lead Hand Premium:	Effective February 8, 1988, 15¢ per hour for Utility Oven Captain (new).		
Paid Vacation:	Effective July 1, 1989, 4 weeks after 10 (12) years of service.		
Bereavement Leave:	Up to a maximum of 3 (1) days' paid leave upon death of son/daughter-in-law.		
Health and Welfare:	<u>Life Insurance</u> - Effective February 5, 1988, benefit is \$14,000 (\$13,000). Effective November 1, 1988, \$15,000. <u>Weekly Indemnity</u> - Effective March 1, 1988, first day coverage for outpatient surgery (new). Effective November 1, 1988, benefit for eligible absences is payable after 3 (4) days. <u>Vision Care</u> - Effective November 1, 1988, maximum claim is \$75 (\$60) every 2 years.		
Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1988, \$13 (\$9) per month per year of service. Effective January 1, 1989, \$15.		
Safety Shoe Allowance:	Maximum \$40 per year (unchanged) for all plant employees. (Previously, only for employees required to wear safety shoes.)		
Tool Allowance:	\$75 (\$60) per year.		

PRIMARY METAL

Stelco Inc., Stelpipe Unit, previously Stelco Inc. Page-Hersey Works and Welland Tube Works at Welland - Local 523, Electrical Workers (UE) (CLC): Two 36-month renewal agreements effective from November 1, 1987 to October 31, 1990, covering 800 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5½ months.

Wages:	Effective	<u>Feb. 15/88</u>	<u>Nov. 1/88</u>	<u>Nov. 1/89</u>
	COLA Fold-in	\$1.25		
	General Increases		15¢	20¢

Page-Hersey Works

Labour Grade 1 (includes Labourer)	\$14.145 (\$12.895)	\$14.295	\$14.495
Labour Grade 14 (includes Electronics Repairs)	\$17.685 (\$16.435)	\$17.835	\$18.035

Cost of Living Allowance: 1¢ per 0.25 point increase in the Consumer Price Index - 1981=100, using the July 1987 index as the base. Adjusted quarterly with the last adjustment in July 1990. (Previously, 1¢ per 0.3 point increase in the CPI - 1971=100.)

Supplemental Payment Plan: Quarterly lump sum payments ranging from 15¢ to 79¢ per hour worked for Labour Grades 1 to 14 at Page Hersey Works and 15¢ to 89¢ per hour worked for Labour Grades 1-15 at Welland Tube Works (unchanged).

Attendance Payment Plan: 4¢ per hour worked for Page-Hersey Works and 15¢ per hour worked for Welland Tube employees, payable in a lump sum each December (unchanged).

Health and Welfare: Weekly Indemnity - Benefit is \$340 (\$325) or the UIC maximum, whichever is greater. Effective January 1, 1989, \$360. Effective January 1, 1990, \$380.

Dental Plan - Effective February 15, 1988, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1989, the 1986 O.D.A. fee schedule. Effective January 1, 1990, the 1987 O.D.A. fee schedule.

Continuation of Benefits (new) - Employer pays premium costs for extended health care and dental plan for surviving spouse and eligible dependants of employee eligible for pension benefits.

Pension Plan: Basic Benefit - \$28 (\$17) per month per year of service.

Early Retirement - Employee with 30 (35) or more years of service may retire with an unreduced pension.

Vesting - After 2 (10) years of service.

Current Retirees - Benefits increased by \$40 per month.

Arrowhead Metals Ltd. at Toronto - Local 399, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from November 9, 1987 to November 8, 1989, covering 364 employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 9/87</u>	<u>Feb. 17/88</u>	<u>Nov. 9/88</u>
	General Increases	60¢		40¢
	Skilled Trades Adjustments	18¢		17¢
	Additional Adjustments		16.5¢ for Slitter Operator and Caster	
	Pay Grade 1	\$10.46 (\$9.86)		\$10.86
	Skilled Trade Grade 9	\$15.65 (\$14.87)		\$16.22

Shift Premium: Effective February 17, 1988, 0-35¢-40¢ (0-32¢-37¢).

Paid Vacation: 4 weeks after 12 (13) years of service and 5 after 21 (22) years.

Health and Welfare: Life Insurance - Effective March 1, 1988, benefit is \$16,000 (\$15,000). Effective December 1, 1988, \$17,000.

A. D. & D. - Effective March 1, 1988, benefit is \$15,000 (\$13,000).

Weekly Indemnity - Effective February 17, 1988, benefit is payable on a 1-1-6-52 (1-1-8-52) basis. Effective January 1, 1989, on a 1-1-5-52 basis.

Dental Plan - Effective February 17, 1988, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective December 1, 1988, the 1987 O.D.A. fee schedule.

Pension Plan: Basic Benefit - Effective December 1, 1987, \$18 (\$15) per month per year of service. Effective December 1, 1988, \$19.

Early Retirement - Employee with 35 years of service may retire without actuarial reduction. (Previously, employee aged 55 years with 10 years of service could retire with an actuarially reduced pension.)

Bridging Benefit (new) - \$13 per month per year of service to a maximum 30 years.

Safety Shoe Allowance: \$35 (\$30) per pair to a maximum of 2 pairs per year for casting shop employees and \$25 (\$20) per pair to a maximum of 2 pairs per year for plant employees.

TRANSPORTATION EQUIPMENT

Tenneco Canada Inc., Walker Exhausts Division at Cambridge - Local 2894, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 7, 1988 to February 6, 1991, covering 374 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 7/88	Feb. 6/89	Feb. 4/90
General Increases		4.5%	4.2%	4%
Skilled Trades Adjustment		25¢		
General Labour		\$11.37 (\$10.88)	\$11.85	\$12.32
Tool and Die Journeyman 0-8 years		\$14.53-\$15.64 (\$13.65-\$14.72)	\$15.14-\$16.30	\$15.74-\$16.95
Lead Hand Premium:	30¢ (20¢) per hour. Effective February 8, 1989 and 1990, 40¢ and 50¢ respectively.			
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit is \$17,000 (\$16,000). Effective February 8, 1989 and 1990, \$18,000 and \$19,000, respectively. <u>Weekly Indemnity</u> - Maximum benefit is \$260 (\$220). Effective February 8, 1989 and 1990, \$280 and \$300 respectively. <u>Dental Plan</u> - Coverage is based on the 1986 (1984) Ontario Dental Association fee schedule. Effective February 8, 1989, the 1987 O.D.A. fee schedule with endodontic and periodontic services added (new). Effective February 8, 1990, the 1988 O.D.A. fee schedule with provisions for dentures and major restorative services added (new). Employer continues to pay 100% of premium costs for basic coverage with 90%-10% co-insurance (unchanged) and for additional services with 50%-50% co-insurance (new).			
Pension Plan:	<u>Basic Benefit</u> - \$14 (\$12) per month per year of service. Effective February 8, 1989 and 1990, \$15 and \$16 respectively.			
Safety Shoe Allowance:	\$50 (\$35) per year. Effective February 8, 1989 and 1990, \$60 and \$70 respectively.			

ELECTRICAL PRODUCTS

Federal Pioneer Limited at Toronto - Local 521, Communications-Electrical Workers (CLC): A 24-month renewal agreement effective from November 1, 1987 to October 31, 1989, covering 530 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Nov. 1/87	Nov. 1/88
	General Increases	4%	4%
	Additional Adjustments	Certain reclassifications	
	Labour Grade 1 (includes Assembler Machine Operator)	\$10.82-\$11.14 (\$10.40-\$10.71)	\$11.25-\$11.59
	Labour Grade 17 (includes Plant Electrician 1)	\$16.78-\$17.10 (\$16.16-\$16.44)	\$17.45-\$17.78
	Maximum rates are reached after 12 months.		
Cost of Living Allowance:	1¢ per 0.35 point increase in the Consumer Price Index - 1981=100, using the October 1987 index as the base. Triggered at 4% annually. Adjusted monthly. (Previously, 1¢ per 0.4 point increase in the CPI - 1971=100. Formula did not trigger.)		
Shift Premium:	0-45¢-45¢ (0-40¢-40¢).		
Bereavement Leave:	1 days' paid leave upon death of great grand-parent (new).		
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit is \$18,000 (\$16,000). <u>Dental Plan</u> - Employer pays 80% of premium costs for endodontic and periodontic services (new), with 80%-20% co-insurance and \$25 single and \$50 family deductibles. Coverage is based on the current year's (1986) Ontario Dental Association fee schedule.		
Pension Plan:	<u>Employer Contribution</u> - Effective November 1, 1988, 33¢ (26¢) per hour paid.		
Safety Shoe Allowance:	\$45 (\$42) per year.		
Technological Change (new):	Employee displaced due to technological change, who has the appropriate qualifications, will receive preferential consideration for retraining. Selection will be based on seniority when more than 1 position is available.		
Severance Pay (new):	1 week's pay for employee with less than 5 years of service, laid off due to plant closure.		

TRANSPORTATION

Canadian National Railway Co. and Canadian Pacific Limited, CP Rail division, system-wide - Associated Railway Unions*: Several 24-month renewal agreements effective from January 1, 1987 to December 31, 1988, covering 12,100 Ontario employees, settled by arbitration** following back-to-work legislation. Duration of negotiations - 16 months.

* Boilermakers, Electrical Workers (IBEW) (CN only) (AFL-CIO/CFL); Locomotive Engineers (CP only), Maintenance of Way Employees, Canadian Railway Carmen, Transportation-Communications (previously BRAC), United Transportation Union (AFL-CIO/CLC); Railway, Transport and General Workers, and Signal and Communications Union (CLC).

** Three issues remain outstanding: employment security, incidental work rule, and cabooseless train operations.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	3%	3%	.5% not compounded
	<u>CP</u>			
	B & B Gang Labourer	\$11.342 (\$11.012)	\$11.682	\$11.739
	Signal Foreman	\$17.94 (\$17.42)	\$18.48	\$18.57
	<u>Start Rate (new)</u> - Effective March 1, 1988, 85% of job rate, increasing by 5% every 7 months.			
Shift Premium:	Effective January 1, 1988, 0-35¢-35¢ (0-30¢-35¢). Effective March 1, 1988, 0-35¢-40¢.			
Paid Vacation:	Effective January 1, 1988, 3 weeks after 3 (4) calendar years.			
	The following changes are effective March 1, 1988, unless stated otherwise.			
Bereavement Leave:	3 days' paid leave upon death of stepbrother and stepsister (new).			
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$20,000 (\$15,000).			
	<u>Life Insurance for Retirees</u> - Benefit is \$4,000 (\$3,500).			
	<u>OHIP</u> - Employer contribution is eliminated. (Previously, employer paid \$5.50 per month for single coverage and \$11.50 per month for family coverage.)			
	<u>Hearing Aid (new)</u> - Effective January 1, 1988, maximum claim is \$200 every 5 years for hearing aid not covered by Workers' Compensation.			
	<u>Dental Plan</u> - Effective January 1, 1988, maximum claim is \$900 (\$800) per year. Effective March 1, 1988, coverage is based on the 1988 (1986) Ontario Dental Association fee schedule.			
Pension Plan (Cdn. Nat. Rlwy):	<u>Early Retirement</u> - Employee who retires at age 59 (60) and whose age plus years of service equal 85 receives full pension. Effective March 1, 1989, at age 57. Effective March 1, 1990, at age 55.			

Mileage 28¢ (21¢) per kilometre.
Allowance:

Canadian National Railway Co., system-wide - Rail Traffic Controllers (CCU): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 334 Ontario employees, settled at the conciliation stage*. Duration of negotiations - 12 months.

* A "stand-by" agreement was signed on September 24, 1987, whereby the union agreed to accept the terms of the arbitration award for the Associated Railway Unions.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	3%	3%	.5% not compounded

Other changes are similar to those reported above for Canadian National Railway Co., and Canadian Pacific Limited and the Associated Railway Unions.

Canadian National Railway Co., system-wide - Locomotive Engineers (Ind.) (locomotive engineers, firemen and hostlers): Two 24-month renewal agreements effective from January 1, 1987 to December 31, 1988, covering 557 Ontario employees, settled by arbitration. Duration of negotiations - 16 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	3%	3%	.5% not compounded

Other changes are similar to those reported above for Canadian National Railway Co., and Canadian Pacific Limited and the Associated Railway Unions.

Canadian Pacific Express and Transport Ltd., CP Express and Transport Ltd. Division, previously CP Express Division, Atlantic, Eastern and Western Regions - Transportation-Communications (AFL-CIO/CLC)* (warehousemen, drivers, mechanics, clerks and other employees): A 36-month renewal agreement effective January 1, 1988 to December 31, 1990, covering 1,621 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previously BRAC.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>
	General Increases	*	4%	4%
	Clerk-Typist	\$11.06 (\$11.06)	\$11.502	\$11.962
	Warehouseman-Vehicleman (Toronto)	\$13.158 (\$13.158)	\$13.684	\$14.232

Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>
Mechanic	\$14.714 (\$14.714)	\$15.303	\$15.915

*Lump Sum Settlement Payment: \$1,000 per employee.

Bereavement Leave: 3 days' paid leave upon death of grandparent (new).

Health and Welfare: Life Insurance and A. D. & D. - Effective January 1, 1989, benefit is \$20,000 (\$15,000).

Long Term Disability (new) - Effective January 1, 1990, employer pays 50% of premium costs.

OHIP - Employer pays 100% of the current premium costs. (Previously, 100% of 1985 premium costs.)

Continuation of Benefits (new) - Employer pays premium costs for a minimum of 3 months for employees absent due to illness or injury, currently in receipt of benefits. OHIP coverage continues to age 65 for early retirees.

Tool Allowance (Mechanic) (new): 75% reimbursement of replacement cost to a maximum \$150 per year.

WHOLESALE TRADE

Crothers Limited at Toronto and Concord - Local 112, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from February 8, 1988 to February 7, 1991, covering 230 employees, settled during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 8/88</u>	<u>Feb. 8/89</u>	<u>Feb. 8/90</u>
Increases				
Class 1-7		7%	3.5%	3.5%
Class 8-13		8.5%	4%	4%
COLA Fold-in		37¢		
Job Class 1 (General Labour)		\$12.26 (\$11.09)	\$12.69	\$13.13
Job Class 13 (includes Field Service Level 3)		\$18.93 (\$17.08)	\$19.69	\$20.48

Cost of Living Allowance: 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100 using the October 1988 index as the base. Adjusted quarterly and folded into wages annually during the second and third contract years. (Basic formula is unchanged.)

Health and Welfare: Life Insurance - Benefit is \$25,000 (\$23,000). Effective February 8, 1989 and 1990, \$27,000 and \$29,000 respectively.

Weekly Indemnity - Benefit is payable for a maximum of 26 (15) weeks. Effective February 8, 1990, for 52 weeks.

Major Medical - Out-of-province and out-of-country coverage is provided (new).

Dental Plan - Coverage continues to be updated annually to the previous year's Ontario Dental Association fee schedule.

Vision Care (new) - Effective February 8, 1990, employer pays 100% of premium costs. Maximum claim is \$75 every 2 years per family member, with a \$7.50 deductible per person.

Pension Plan: Employer Contribution - 29¢ (19¢) per hour worked to a union fund. Effective February 8, 1989 and 1990, 34¢ and 44¢ respectively.

Meal Allowance: Plant Employees - \$3.50 (\$3) after 3 or more hours of overtime.

Field Service Employees - Maximum \$28 (\$26) daily. Effective February 8, 1989 and 1990, \$30 and \$32 respectively.

Safety Shoe Allowance: \$48 (\$44) per year. Effective February 8, 1989 and 1990, \$52 and \$56 respectively.

EDUCATION AND RELATED SERVICES

Lakehead Board of Education at Thunder Bay - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
General Increases		4.167%	4.179%
Additional Adjustments		*	*
Teacher-Category D 0-7 years		\$20,950-\$28,504 (\$20,112-\$27,364)	\$21,826-\$29,695
Teacher-Category A1 0-10 years		\$25,134-\$40,228 (\$24,129-\$38,619)	\$26,185-\$41,909
Teacher-Category A4 0-11 years		\$30,711-\$51,450 (\$29,482-\$49,392)	\$31,994-\$53,600
Principal 0-2 years		\$56,081-\$56,582 (\$53,096-\$53,597)	\$58,960-\$59,461

* Principal's minimum salary is 109% (107.5%) of Teacher-Category A4 maximum salary. Effective September 1, 1988, 110%.

Cost of Living Allowance (new): % per % increase in the Consumer Price Index - 1981=100 from April 1988 to April 1989 plus 0.5%, triggered at 4.18%. Capped at Category 4 maximum salary of \$54,000 for Teachers and at .746% of salary grid for Principal and Vice-Principal. Folded into salaries August 31, 1989.

Responsibility Allowances:	<u>Vice-Principal</u>	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	10 or more teachers	\$2,179 (\$1,579) + \$78 per teacher (unchanged)	\$2,779 + \$78 per teacher
	under 10 teachers	\$684 (\$657) + \$78 per teacher (unchanged)	\$713 + \$78 per teacher

Health and Welfare: Major Medical - Effective in March 1988, co-insurance factor eliminated. (Previously, 80%-20% co-insurance.)

Dental Plan - Effective in March 1988, employer pays 90% (85%) of premium costs. 75%-25% (50%-50%) co-insurance for major restorative services.

Curriculum Implementation Fund (new): Effective September 1, 1988, up to \$1,000 per school per year for every 5.0 full-time equivalent (FTE) classroom teachers to a maximum \$4,000 per school. Principal may appoint a division leader who will receive \$500 per year from the school's fund provided there are more than 5.0 FTE teachers.

Lakehead Board of Education at Thunder Bay - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 650 employees, settled at the post fact-finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	Increases		
	Teacher	4.167%	4.179%
	Principal	5%	4.5%
	Vice-Principal	4.5%	4.5%
	Teacher-Category 1 0-10 years	\$25,134-\$40,228 (\$24,129-\$38,619)	\$26,185-\$41,909
	Teacher-Category 4 0-11 years	\$30,711-\$51,450 (\$29,482-\$49,392)	\$31,994-\$53,600
	Principal 0-3 years	\$60,755-\$68,202 (\$57,862-\$64,954)	\$63,489-\$71,271
	Vice-Principal 0-3 years	\$57,494-\$60,328 (\$55,018-\$57,730)	\$60,081-\$63,043

Responsibility Allowances:	Department Head	\$1,000 (\$823)	\$1,200
----------------------------	-----------------	--------------------	---------

Cost of Living Allowance (new): % per % increase in the Consumer Price Index - 1981=100 from April 1988 to April 1989 plus 0.5%, triggered at 4.18%. Capped at Category 4 maximum salary of \$54,000 for Teachers and at .746% of salary grid for Principal and Vice-Principal. Folded into salaries August 31, 1989.

Paid Maternity Leave (new):	Employer pays the equivalent of UIC benefit for the 2 week waiting period.
Paid Paternity Leave (new):	Maximum 2 days' paid leave upon birth of a child or a total of 5 days when combined with compassionate leave.
Health and Welfare:	<u>Dental Plan</u> - Effective March 1988, employer pays 90% (80%) of premium costs with 75%-25% (50%-50%) co-insurance for major restorative services. Coverage continues to be based on the current Ontario Dental Association fee schedule. <u>Continuation of Benefits (new)</u> - Employer continues to pay its share of benefit premium costs for employee on maternity leave.

London City Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 1,360 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
General Increases		4.4%	4.6%
COLA Fold-in		1.5%	
Teacher-Category D 0-10 (0-9) years		\$19,650-\$27,536 (\$18,544-\$25,986)	\$20,554-\$28,803
Teacher-Category A1 0-10 years		\$22,643-\$38,345 (\$21,368-\$36,186)	\$23,685-\$40,109
Teacher-Category A4 0-10 years		\$27,707-\$50,804 (\$26,147-\$47,944)	\$28,982-\$53,141
Vice Principal 0-2 (0-1) years		\$53,628-\$55,197 (\$50,609-\$52,089)	\$56,095-\$57,736
Principal and Program Supervisor 0-2 years		\$57,376-\$60,536 (\$54,146-\$57,128)	\$60,015-\$63,321

COLA Provision:	Deleted.
Responsibility Allowances:	Increased in accordance with the general salary increases.
Extra Degree Allowance:	\$850 (\$830).

Health and Welfare:	<u>Long Term Disability</u> - Maximum benefit is \$3,500 (\$1,778) per month. <u>Continuation of Benefits (new)</u> - Employer continues to pay its share of premium costs for health and welfare benefits for employee on maternity or adoption leave.
---------------------	--

Paid Preparation Time (new): Effective September 1, 1988, minimum 100 minutes per 5 day cycle.
Effective September 1, 1989, 120 minutes.

Ryerson Polytechnical Institute Board of Governors at Toronto - Faculty Association (Ind.) A 24-month renewal agreement effective from July 1, 1987 to June 30, 1989, covering 550 employees, settled at the conciliation officer stage. Duration of negotiations - 5½ months.

Wages:	Effective	July 1/87	July 1/88
General Increase		6.3%	*
Teacher - 3 year degree 0-14 years		\$28,318.47-\$52,287.73 (\$26,640.14-\$49,188.83)	
Teacher - 4 year degree 0-14 years		\$29,771.40-\$54,462.31 (\$28,006.96-\$51,234.53)	
Teacher - Master's Degree 0-14 years		\$32,677.35-\$58,821.22 (\$30,740.69-\$55,335.11)	
Teacher - Ph. D./M. Phil. 0-11 years		\$37,397.09-\$57,821.22 (\$35,180.71-\$55,335.11)	
Librarian 0-11 years		\$27,740.25-\$46,168.73 (\$26,096.19-\$43,432.48)	
Counsellor 0-12 years		\$32,564.64-\$55,277.40 (\$30,634.66-\$52,001.32)	

* Increase to equal the greater of the percentage increase in the Toronto Consumer Price Index from July 1987 to July 1988 or 4.7%.

McMaster University at Hamilton - Local 532, Service Employees International (AFL-CIO/CLC) (operations and maintenance employees): A 12-month renewal agreement effective from October 1, 1987 to September 30, 1988, covering 215 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Oct. 3/87
General Increase		5.4%
Additional Adjustments		Certain reclassifications
Custodian 1		\$10.23 (\$9.71)
Electrician A		\$14.59 (\$13.84)

Lead Hand Premium: 35¢ (30¢) per hour.

Swing Stage Premium: 55¢ (45¢) per hour worked.

Paid Maternity Leave (new): 2 weeks at 95% of regular weekly rate and up to a maximum 15 weeks at the difference between 95% of regular weekly rate and UIC benefit.

Safety Shoe Allowance: Maximum \$55 (\$50) per year.

Queen's University at Kingston - Locals 1302, 229 and 254*, Canadian Union of Public Employees (CLC) (physical, technical and laboratory services):
Three 12-month renewal agreements effective from July 1, 1987 to June 30, 1988, covering 605 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 10 months.

* Previously CLC Directly Chartered.

Wages:	Effective	<u>July 1/87</u>
	General Increase	4.2%
	Additional Adjustments:	
	Local 229	10¢
	Locals 254 and 1302	All employees move 1 step on the grid and receive job rate where applicable

Local 229

Caretaking Attendant	\$9.37 (\$8.90)
----------------------	--------------------

Tradesman	\$15.40 (\$14.68)
-----------	----------------------

Lump Sum Payments: Local 1302 - \$300 for employees at maximum of salary grid.

Local 229 - \$200 per eligible employee.

Paid Union Leave: 5 paid days for 2 employees per local to attend the CUPE biennial convention. (Previously only applied to Local 1302.)

Clothing Allowance: \$75 (\$50) per year for physical education employees and \$110 (\$50) for arena stadium staff.

Safety Shoe Allowance (Local 254): \$75 (\$65) per pair per year for eligible employees, plus an additional \$25 towards the cost of a second pair (new).

HEALTH AND WELFARE SERVICES

St. Michael's Hospital and 160 other hospitals, province-wide - Ontario Nurses' Association (Ind.): Three hundred and twenty 36-month renewal agreements effective from April 1, 1988 to March 31, 1991, covering 37,832 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	Increases	2%-4.8%	2%-3.8%
	Additional Adjustment		Step 8 added to Registered Nurse grid
	Registered Nurse 0-7 years	\$15.85-\$18.55 (\$15.54-\$17.71)	\$16.17-\$19.53
	Effective Apr. 1/89, 0-8 years		
	Effective	<u>Apr. 1/90</u>	
	General Increase	4%	
	Additional Adjustment	Step 9 added to Registered Nurse grid	
	Registered Nurse 0-9 years	\$16.81-\$20.62	

Weekend Premium (new): Effective April 1, 1990, 45¢ per hour worked between midnight Friday and midnight Sunday.

Paid Holidays: Effective April 1, 1989, 12 (11) days.

Paid Vacation: Effective April 1, 1989, 5 weeks after 15 (17) years of service and 6 weeks after 25 years (new).

Paid Maternity Leave (new): Up to 15 weeks at the difference between 75% of regular earnings and UIC benefit and any other earnings, after 2-week waiting period.

Health and Welfare: Life Insurance - Effective April 1, 1989, employer pays 100% (90%) of premium costs.

Extended Health Care - Effective April 1, 1989, \$15 (\$10) and \$25 (\$20) deductibles for single and family coverage respectively.

Dental Plan - Effective April 1, 1990, employer pays 75% (50%) of premium costs.

Durham Regional Municipality, Homes for the Aged at Whitby, Oshawa and Beaverton - Local 132, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 610 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/88</u>
	General Increase	50¢
	Additional Adjustments	20¢ for R.N.A. and 5¢ for employee with Health Certificate
	Housekeeping Aide	\$10.53 (\$10.03)
	R.N.A.	\$11.80 (\$11.10)
	Maintenance Worker II	\$12.40 (\$11.90)
Shift Premium:	0-47¢-47¢. (Previously, \$3.375 per shift.)	
Health and Welfare:	<u>Life Insurance for Retirees</u> - Benefit is \$1,800 (\$1,500). <u>Dental Plan</u> - Coverage is based on the 1987 (1986) Ontario Dental Association fee schedule.	

Halton Regional Municipality, Halton Centennial Manor at Milton - Local 261, Ontario Public Service Employees (NUPGE) (CLC)* (full-time and part-time service employees): A 36-month renewal agreement effective from May 30, 1987 to May 29, 1990, covering 315 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* Previously, Local 101, Canadian Operating Engineers (CCU).

Wages:	Effective	<u>May 30/87</u>	<u>Feb. 3/88</u>
	General Increases	4.5%	.25%
	Additional Adjustments	Some classifica- tions upgraded and Grade 9 added	
	Group 1 (includes Housekeeper)	\$8.79-\$9.12 (\$8.42-\$8.73)	\$8.81-\$9.14
	Group 6 (includes R.N.A.)	\$10.07-\$10.42 (\$9.64-\$9.97)	\$10.10-\$10.45
	Group 9 (includes Millwright) (new)	\$14.25-\$14.80	\$14.29-\$14.48
	Effective	<u>May 30/88</u>	<u>May 30/89</u>
	General Increases	4%	4.5%
	Group 1	\$9.16-\$9.51	\$9.57-\$9.94

Effective	<u>May 30/88</u>	<u>May 30/89</u>
Group 6	\$10.50-\$10.87	\$10.97-\$11.36
Group 9	\$14.16-\$15.43	\$15.53-\$16.12

Maximum rates are reached after 18 months.

Student Rate - 65% of appropriate job rate. (Previously, student under 18 years, or over 18 years with less than 2,000 hours worked per year, received minimum wage. Student 18 years or over who worked more than 2,000 hours per year, received start rate for appropriate job classification.)

Shift Premium: Effective May 31, 1988, 33¢ (32¢) per hour worked between 5 p.m. and 8 a.m. Effective May 31, 1989, 35¢.

Sick Leave: Effective May 30, 1988, 3 to 26 (52) weeks of benefit depending on credited service, followed by Long Term Disability benefit (new). U.I.C. carveout for weeks 15 to 30. Employee receives either 66 2/3% of regular pay or full pay depending on credited service.

Health and Welfare: Long Term Disability Plan (new) - Effective May 30, 1988, employee pays 50% of premium costs. Benefit is 66 2/3% of regular monthly wages, payable after exhaustion of sick leave entitlement to age 65 or death.

Dental Plan - Effective May 30, 1988, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective May 30, 1989 and November 30, 1989, the 1987 and 1988 O.D.A. fee schedules respectively.

Payment In Lieu of Fringe Benefits (part-time) (new): Effective November 30, 1988, 5% of regular hourly rate.

Uniform Allowance: Effective May 30, 1988, \$95 (\$90) per year. Effective May 30, 1989, \$100.

LOCAL ADMINISTRATION

Metropolitan Board of Commissioners of Police at Toronto - Police Association (Ind.)
(Unit A - clerical employees; Unit B - garage employees; Unit C - parking control officers, cadets and matrons): Three 12-month renewal agreements effective from January 1, 1987 to December 31, 1987, covering 1,657 employees, settled by arbitration. Duration of negotiations - 13 months.

Wages:	Effective	<u>Jan. 1/87</u>
	General Increase	4.85%
	Pay Equity Adjustments	Some reclassifications

Effective

Jan. 1/87

Annual Rates

Unit A

Class 4 (includes Clerk Typist)	\$20,481-\$24,317 (\$19,531-\$23,185)
------------------------------------	--

Class 6 (includes Senior Computer Operator)	\$25,048-\$28,209 (\$23,897-\$26,912)
---	--

Class 10 (includes Intermediate Analyst Programmer)	\$33,800-\$39,025 (\$32,228-\$37,216)
---	--

Unit B

Labourer	\$26,497 (\$25,265)
----------	------------------------

Motor Vehicle Mechanic	\$34,431 (\$32,844)
------------------------	------------------------

Supervisor, Telecom and Electronics	\$42,282 (\$40,319)
--	------------------------

Unit C

Police Cadet	\$22,362-\$26,351 (\$21,318-\$25,140)
--------------	--

Communications Operator	\$25,641-\$30,339 (\$24,450-\$28,940)
-------------------------	--

Senior Communications Operator	\$33,387 (\$31,842)
-----------------------------------	------------------------

Maximum rates are reached after 3 years.

Shift Premium: 0-50¢-55¢ (0-45¢-50¢).

Weekend Premium: 60¢ (55¢) per hour.

Paid Maternity
Leave (new): 2 weeks at 75% of weekly rate, plus up to a maximum 15 additional
weeks at the difference between 75% of weekly rate and UIC
benefit.

Tool Allowance: \$181.85 (\$173.19) for Mechanic and \$133.69 (\$127.32) for
Electrical Equipment Maintenance Man and Communications and
Electronics Technician.

Addenda

October 1987 Settlement

TRANSPORTATION

Canadian Lake Carriers Association, Great Lakes and St. Lawrence in Ontario and Quebec
- Marine Officers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1987 to May 31, 1990, covering 320 employees, settled with mediation assistance during a work stoppage and ratified in October 1987. Duration of negotiations - 7 months.

Wages:	Effective	Oct. 18/87	June 1/88	June 1/89
General Increase		2%	*	*
5th Engineer		\$12.19 (\$11.95)		
2nd Engineer		\$13.92 (\$13.65)		
* Increase to equal the percentage increase in the Consumer Price Index in the preceeding 12 months, to a maximum 5%.				
Bonus Pay:	Eliminated. (Previously, 10% of basic daily rate for each day worked over 260 days for the same company in a calendar year.)			
Premium Pay:	Eliminated. (Previously \$59.62 per month for tankers and self-unloaders.)			
Health and Welfare:	<u>Welfare Plan</u> - Effective November 1, 1987, employer contributes \$7.86 (\$5.16) per position per payroll day to union benefit package. Effective June 1, 1988 and 1989, increased in accordance with the general wage increases.			
Pension Plan:	<u>Employer Contribution</u> - Effective November 1, 1987, 6½% of standby wages for 240 hours per month per employee. (Previously, 6% of basic wages for 240 hours per month per employee.)			
Hiring Hall Fund:	Employer pays the union \$1.24 (\$1.19) per position per payroll day. Effective June 1, 1988 and 1989, increased in accordance with the general wage increases.			
Interview Expense Allowance (new):	Maximum \$360 for travel expenses for job candidates.			
Marine Disaster Insurance:	Maximum \$2,090 (\$2,000) compensation for loss of personal effects.			
Mileage Allowance:	Effective November 1, 1987, 25¢ (24¢) per kilometre. Effective June 1, 1988, 26¢. Effective June 1, 1989, 27¢.			
Safety Shoe Allowance (new):	Effective November 1, 1987, \$60 per year.			
Legal Defence Insurance:	57¢ (55¢) per position per day. Effective June 1, 1988 and 1989, increased in accordance with the general wage increases.			

Termination Pay: Effective November 1, 1987, maximum \$600 (\$500) at termination of tour of duty. Effective June 1, 1988, \$625. Effective June 1, 1989, \$650.

November 1987 Settlement

TRANSPORTATION

Canadian Lake Carriers Association, Great Lakes and St. Lawrence in Ontario and Quebec
- Merchant Service Guild (CLC): A 36-month renewal agreement effective from June 1, 1987 to May 31, 1990, covering 309 employees, settled at the conciliation stage and ratified in November 1987. Duration of negotiations - 8 months.

Wages:	Effective	<u>June 1/87</u>	<u>June 1/88</u>	<u>June 1/89</u>
General Increases		2%	*	*
3rd Mate		\$12.19 (\$11.95)		
1st Mate		\$13.92 (\$13.65)		

* Increase to equal the percentage increase in the Consumer Price Index in the preceeding 12 months, to a maximum 5%.

Proficiency Pay: \$10.35 (\$9.90) per hour. Effective June 1, 1988 and 1989, increased in accordance with the general wage increases.

Premium Pay: Eliminated. (Previously, \$59.62 per month for self-loaders and tankers and \$64.12 per hold clean-out.)

Health and Welfare: Medical Care Plan - Employer contributes 70¢ (67¢) per day worked. Effective June 1, 1988 and 1989, increased in accordance with the general wage increases.

Family Security Plan - Employer contributes \$7.43 (\$5.43) per position per day. Effective June 1, 1988 and 1989, increased in accordance with the general wage increases.

Pension Plan: Employer Contribution - 6½% (6%) of normal daily rate. Effective June 1, 1988, 7%.

Hiring Hall Fund: Employer pays the union 96¢ (92¢) per position per day. Effective June 1, 1988 and 1989, increased in accordance with the general wage increases.

Marine Disaster Insurance: Maximum \$2,090 (\$2,000) compensation for loss of personal effects.

Certificate Allowance: \$2,090 (\$2,000) for obtaining a higher certificate.

Mileage Allowance: 25¢ (24¢) per kilometre. Effective June 1, 1988 and 1989, increased in accordance with the general wage increases.

Safety Shoe Allowance (new): \$60 per year.

Legal Defence Insurance: 57¢ (55¢) per position per day. Effective June 1, 1988 and 1989, increased in accordance with the general wage increases.

December 1987 Settlement

LOCAL ADMINISTRATION

London City Corporation - Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 322 employees, settled by arbitration in December 1987. Duration of negotiations - 13 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	General Increases	3.42%	2.38%
	Fire Fighter 5th Class - 2nd 6 months	\$26,460 (\$25,585)	\$27,090
	Fire Fighter 1st Class	\$37,800 (\$36,550)	\$38,700
	Platoon Chief	\$51,030 (\$49,343)	\$52,245

Paid Vacation: 4 weeks after 10 (12) years of service and 5 weeks after 18 (23) years.

Health and Welfare: Dental Plan - Plan is extended to include Blue Cross Plan No. 9, Rider No. 2 (new). Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Continuation of Benefits for Retirees - Employer pays 75% of the premium costs for the Dental Plan to age 65 (new).

January 1988 Settlement

LEATHER

William H. Kaufman Inc., Kaufman Footwear Division at Kitchener - Local 88, Rubber Workers (AFL-CIO/CLC): A 12-month first agreement effective from January 18, 1988 to January 17, 1989, covering 1,000 employees, settled at the bargaining stage and ratified in January 1988. Duration of negotiations - 7 months.

Wages:	Effective	<u>Nov. 30/87</u>
	General Increase	4%
	<u>Base Rates</u>	
	Shuttle Bus Driver	\$5.51-\$6.34 (\$5.30-\$6.10)

Effective	<u>Nov. 30/87</u>
Leather Inspection	\$9.58-\$11.02 (\$9.21-\$10.60)
Maintenance Electrician	\$12.21-\$14.04 (\$11.74-\$13.50)

Maximum rates are reached on merit.

Hours of Work:	40 hours per week, Monday to Friday.
Shift Premium:	0-20¢-20¢.
Overtime Pay:	Time and one-half for all hours worked in excess of 42 hours per week and for all hours worked on a Saturday and Sunday.
Paid Rest Periods:	1 ten minute break in each half of the shift and a 5 minute wash-up period at the end of a shift.
Call-back Pay:	Minimum guarantee of 3 hours at the regular rate, except if call-back extends into the regular scheduled shift, in which case pay for hours actually worked up to the regular scheduled shift.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and one floating Holiday are recognized for a total of 10 days.
Paid Vacation:	3 weeks after 5 years of service, 4 weeks after 13 years and 5 weeks after 20 years.
Bereavement Leave:	Up to 3 days' paid leave upon death of spouse or child, and 1 day upon death of another family member.
Jury Duty and Crown Witness Leave:	Employer pays the difference between regular pay and fees received.
Health and Welfare:	<u>OHIP</u> - Employer pays 60% of premium costs. <u>Life Insurance, A. D. & D., Weekly Indemnity and Dental Plan</u> - Employer pays 66 2/3% of premium costs. <u>Life Insurance and A. D. & D.</u> - Benefit is \$12,000. <u>Weekly Indemnity</u> - Benefit is 66 2/3% of regular earnings to the UIC maximum payable on a 1/1/8/15 basis. <u>Dental Plan</u> - Coverage is based on the current year's Ontario Dental Association fee schedule, with deductibles of \$25 for single coverage and \$50 for family coverage, and 75%-25% co-insurance.
Pension Plan:	<u>Employer Contribution</u> - 1% of pensionable earnings.
Safety Shoe Allowance:	\$16 for shoes or \$20 for boots once per year.

2A-40
L
- C63

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
MARCH 1988

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1988 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below.

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

Contents

	Page
Highlights	i
Index to Settlements Reported	46
March 1988 Settlements	
Food and Beverage	49
Textile	52
Wood	53
Paper and Allied	54
Printing, Publishing and Allied	55
Primary Metal	56
Metal Fabricating	57
Electrical Products	59
Non-Metallic Mineral Products	63
Chemical and Chemical Products	66
Miscellaneous	67
Transportation	68
Electrical Power, Gas and Water Utilities	70
Retail Trade	71
Finance, Insurance and Real Estate	72
Education and Related Services	72
Health and Welfare Services	77
Miscellaneous Services	79
Local Administration	80
Construction	84
Addenda	
December 1987 Settlement	86
January 1988 Settlement	88
February 1988 Settlements	89

Highlights

Brewing Industry

The 1988 contract negotiations involving 3,740 members of five unions at Ontario's three largest breweries and their jointly owned Brewers' Warehousing Company were concluded with a master settlement in late February. At that time, the proposed settlement was overwhelmingly approved by employees at Brewers' Warehousing stores across the province and five plants of Carling O'Keefe, Labatt's and Molson Ontario Breweries in London, Toronto and Waterloo, but it was turned down by 250 members of the Canadian Auto Workers at Molson's brewery in Barrie. The Barrie employees reached a settlement following a one-month strike.

The industry-wide settlement, which served as a basis for the renewal of agreements that expired December 31, 1987, covered a 33-month period starting April 1, 1988. Under the new terms, all regular employees obtained wage increases totalling \$1.95 per hour, implemented in three annual stages, with the first installment of 60¢ paid retroactively to January 1, 1988. Trades "A" regular employees received an additional adjustment of 33¢ per hour, staged over the three years. All regular employees also retained a COLA clause, calling for a 1 cent adjustment per 0.3 point change in the CPI (1971=100) to be paid as a lump sum in the final contract year if inflation exceeds 6%. The negotiated wage increases for temporary employees ranged from \$1.01 to \$1.64 per hour over the new term, depending on classification. Other contract changes included:

- o Increased midnight shift premium from 75¢ to 85¢ per hour worked;
- o Higher life insurance coverage for active and retired employees;
- o A dental plan improvement calling for a \$750 increase to \$3,750 by 1990, in the lifetime maximum refund for restorative and orthodontic services;
- o Improvements to normal and early retirement pension benefits as well as continuation of pension indexing.

Electrical Products Industry

Three major bargaining situations involving almost 7,200 Ontario employees at Northern Telecom Canada Ltd. and Inglis Ltd. were finalized in late March. The largest of the three contract settlements applied to 4,900 hourly rated and salaried employees represented by the Canadian Auto Workers at Northern Telecom plants and offices in London, three other Ontario locations and about 100 employees in Saint John, New Brunswick, who walked off the job on February 29 over a number of economic issues, including pension improvements and indexing.

The new three-year agreements, to succeed those which expired February 28, 1988, provided general wage increases of 30¢ an hour in the first year and a further 25¢ an hour in each of the second and third years. The skilled trades received an extra 30¢ an hour in the first year and 10¢ in the second year. In addition, \$1.25 of the past COLA payments was incorporated into the base rates, with the initial 45¢ folded-in on April 18, 1988 and the remainder added in two equal installments of 40¢ on the second and third anniversary dates of the contracts. The quarterly COLA payments were continued, with the adjustment factor reduced in 1988 to 0.126 point change in the CPI (1981=100) from 0.3 point change in the CPI (1971=100).

For the final two adjustments the factor was further reduced to 0.12 point change in the CPI (1981=100).

The new contracts also featured a number of improvements in benefits, such as shift premiums, life insurance, vision care, dental plan and pensions. The pension revisions included the introduction of pension indexing for both current and future retirees, with basic benefit adjustments limited to 6 per cent per year.

Similar terms of settlement were accepted by another group of Northern Telecom employees involving 1,500 members of the Communications-Electrical Workers in four provinces, including 700 in Ontario. The new three-year agreements for the company's repair and overhaul divisions, were fully retroactive to the previous contracts' expiry date of October 31, 1987.

The Inglis settlement replaced the existing plant and office agreements that were to have expired at the end of March 1989. The new three-year contracts running through March 31, 1991 covered 550 members of the United Steelworkers of America and, in the first year, contained similar improvements to those provided in the final year of the early terminated contracts. Under the new terms, a total of 45¢ per hour in general increases and \$1.45 per hour in skills trade adjustments were negotiated. The existing COLA formula was maintained, but 10¢ in each of the second and third contract years is diverted to the pension plan.

Pension amendments included increases in basic and survivor benefits and a new pre-retirement death benefit. Improvements were also made to shift premiums, life insurance and dental plans, and allowances for safety shoes and glasses.

Nursing Care Services

A central arbitration award, brought down in mid-March, further standardized the contractual language in collective agreements at nursing homes in various Ontario centres operated by Extendicare Health Services Inc. and three other private companies. The award also granted a first pension plan to the 3,000 full-time and part-time staff represented at the 30 homes by the Service Employees International Union.

The award established new rates for each classification, to be adjusted individually on January 1, 1988 and provided further increases payable January 1, 1989 and 1990. In addition, maintenance staff will receive semi-annual lump sum payments, calculated at 50¢ per hour paid in 1988 and 25¢ per hour paid in 1989.

Standardized employment conditions, awarded or earlier agreed to between the parties, included improved vacation entitlements, changes in some benefits, expanded bereavement leave and a higher uniform allowance. The new money-purchase pension plan, to be implemented January 1, 1989, will be mandatory for all employees after 6 months of service. It will be funded from employer and employee contributions of 2% each in 1989 and 4% each in 1990.

Index to Settlements Reported, March 1988

Employer and Location	Union	Page
Artex Woollens Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	52
Blackstone Industrial Products Ltd., Stratford	Cdn. Auto Workers (CLC)	86
Borden Company Ltd., Sunworthy Wallcoverings, Brampton	Cdn. Paperworkers (CLC)	54
Brewers' Warehousing Co. Ltd., province-wide; Molson Ontario Breweries Ltd., Toronto and Barrie; Labatt Brewing Co. Ltd., Labatt's Ontario Breweries Div., Toronto, Waterloo and London; Carling O'Keefe Breweries of Canada Limited, Toronto	Brewery and General Workers (NUPGE) (CLC), Brewery and Soft Drink Workers (NUPGE) (CLC), Cdn. Auto Workers (CLC), Food and Commercial Workers (AFL-CIO/CLC), National Brewery Workers' Union (CLC) (warehouse, retail store clerks, office, production, maintenance and transport empls.)	50
Brown Shoe Co. of Canada Ltd., Stirling	Food and Commercial Workers (AFL-CIO/CLC)	89
Canadian Imperial Bank of Commerce, Chargex Centre, Toronto	CLC Directly Chartered (full-time and part-time empls.)	72
Carleton Board of Education, Nepean	Ont. Secondary School Teachers' Fed. (Ind.) (secondary school occasional teachers)	72
Council of Printing Industries of Canada; Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Quebec	Graphic Communications Union (AFL-CIO/CLC) (lithographers and photoengravers)	55
Domglas Inc., Brampton	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	65
Durham Board of Education, Oshawa	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	88
Electro Porcelain Co. Ltd., Waterloo	United Steelworkers (AFL-CIO/CLC)	63
Extendicare Health Services Inc., Beacon Hill Lodges of Canada Ltd., Diversicare Inc., and Versa-Care Ltd., various centres in Ontario	Service Employees Intl. (AFL-CIO/CLC) (full-time, part-time and casual service empls.)	77
Falconbridge Ltd., Indusmin Div., Fahramet, Orillia	Employees Assn. (Ind.)	90
Federated Building Maintenance Co. Ltd., Toronto	Textile and Chemical Union (CCU)	79

Index to Settlements Reported, March 1988

Employer and Location	Union	Page
Fiberglas Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	64
G. W. Martin Veneer Ltd., Sault Ste Marie	Woodworkers (AFL-CIO/CLC)	53
Halton Regional Board of Commissioners of Police, Oakville	Police Assn. (Ind.) (uniformed and civilian empls.)	80
Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary school teachers)	73
Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton	Ont. English Catholic Teachers' Assn. (Ind.) (secondary school teachers)	74
Inglis Ltd., Toronto	United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	59
International Malleable Iron Co. Ltd., Guelph	United Steelworkers (AFL-CIO/CLC)	57
Kingston City Corp. including Rideaucrest Home for the Aged	CUPE (CLC) (inside and outside empls.)	80
Lakehead District Roman Catholic Separate School Board, Thunder Bay	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	75
London Sewer, Watermain, Curb, Gutter and Sidewalk Contractors, OLRB Area 3	Labourers (AFL-CIO)	84
Maple Leaf Mills Ltd., Toronto and Port Colborne, Ont. and Calgary, Alta.	Food and Commercial Workers (AFL-CIO/CLC)	49
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (Unit A - clerical empls.; Unit B - garage empls.; Unit C - parking control officers, cadets and matrons)	83
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	82
North American Plastics Company Ltd., Wallaceburg	United Auto Workers (AFL-CIO)	67

Index to Settlements Reported, March 1988

Employer and Location	Union	Page
Northern Telecom Canada Ltd., Hamilton, Kitchener, London, North Bay, Toronto and Windsor, Ont., Winnipeg, Man., Saskatoon, Sask., and Edmonton and Calgary, Alta.	Communications-Electrical Workers (CLC) (installers, shop, warehouse and office empls.)	63
Northern Telecom Canada Ltd., Belleville, Brampton, Kingston, London, Ontario and Saint John, N.B.	Cdn. Auto Workers (CLC) (office, clerical, technical and hourly rated empls.)	60
Ottawa Board of Education	Employees Assn. (Ind.) (full-time and part-time custodial, maintenance and service empls.)	76
Polysar Ltd., Sarnia	Energy and Chemical Workers (CLC)	66
Quaker Oats Co. of Canada Ltd., Pet Food Div., Trenton	Employees Assn. (Ind.)	49
Simpsons Ltd., and The Bay, Brampton, Etobicoke, Kingston, Kitchener, Toronto and Windsor	Retail Wholesale Empls. (AFL- CIO/CLC) (full-time and part-time empls.)	71
Slater Industries Inc., Slater Steels- Hamilton Specialty Bar Div., Hamilton	United Steelworkers (AFL-CIO/CLC)	56
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board, Cornwall	Ont. English Catholic Teachers' Assn. (Ind.)	77
Transit Windsor	Transit Union (AFL-CIO/CLC)	68
Travelways Ltd., Markham Div.	Railway, Transport and General Workers (CLC)	69
Union Gas Ltd., southwestern Ontario	Energy and Chemical Workers (CLC) (hourly rated and salaried empls.)	70
Waterloo Metal Stampings, Kitchener	United Steelworkers (AFL-CIO/CLC)	57
Welded Tube of Canada Ltd., Vaughan	United Steelworkers (AFL-CIO/CLC)	58
Woodbridge Foam Corp., Woodbridge	Cdn. Auto Workers (CLC)	90

FOOD AND BEVERAGE

Quaker Oats Company of Canada Limited, Pet Food Division at Trenton - Employees Association (Ind.): A 24-month renewal agreement effective from April 1, 1988 to March 31, 1990, covering 212 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	General Increases	60¢	60¢
	Grade I (includes Crate Handler/Loader)	\$12.97 (\$12.37)	\$13.57
	Maintenance Grade 3	\$15.09 (\$14.49)	\$15.69
Shift Premium:	0-40¢-47¢ (0-35¢-42¢).		
Paid Vacation:	5 weeks after 18 (20) years of service.		
Health and Welfare:	<u>Life Insurance for Dependents</u> - Benefit is \$3,000 (\$2,000) per child.		
	<u>Vision</u> - Employer pays 100% (50%) of premium costs. Maximum claim is \$85 (\$50) per person every 2 years.		
	<u>Dental</u> - Coverage is based on the 1987 (1986) ODA fee schedule. Effective January 1, 1989 and 1990, the 1988 and 1989 ODA fee schedules respectively.		
	<u>Major Medical</u> - Global Medical Assistance Plan is added (new).		
Pension Plan:	<u>Basic Benefit</u> - \$22 (\$20) per month per year of service.		
	<u>Early Retirement Option/Bridge Retirement Bonus (new)</u> - In the event of permanent lay-off, eligible employee aged 60 or over who elects early retirement receives \$100 per month to age 65, in lieu of any severance and/or termination payment.		
	<u>Vesting</u> - After 2 (5) years of service.		
	<u>Pre-Retirement Death Benefit</u> - Surviving spouse receives 100% (60%) of commuted benefit value.		
Safety Shoe Allowance:	Effective April 1, 1989, maximum accumulation of unused portion of subsidy is \$130 (\$120).		
Tool Allowance:	\$120 (\$110) per year.		

Maple Leaf Mills Limited at Toronto and Port Colborne, Ontario and Calgary, Alberta - Various Locals - Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1987 to November 30, 1989, covering 290 Ontario employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 1/87</u>	<u>Dec. 1/88</u>
	General Increases	4%	4%
	<u>Port Colborne</u>		
	General Help	\$14.61 (\$14.05)	\$15.20
	Packing Crew	\$14.94 (\$14.37)	\$15.54
	Electrician 'A'	\$16.74 (\$16.10)	\$17.41
Bereavement Leave:	Attending funeral during vacation is considered bereavement leave (new).		
Health and Welfare:	The following changes are effective April 1, 1988, unless stated otherwise.		
	<u>Life Insurance and AD & D</u> - Benefit is \$21,000 (\$20,000). Effective December 1, 1988, \$22,000.		
	<u>Weekly Indemnity</u> - Benefit is \$375 (\$355). Effective December 1, 1988, \$400.		
	<u>LTD</u> - Minimum benefit is \$1,200 (\$1,100) per month.		
	<u>Dental</u> - Coverage is based on the 1987 (1986) ODA fee schedule. Effective January 1, 1989, the 1988 ODA fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - Effective April 1, 1988, \$11 (\$10) per month per year of service. Effective December 1, 1988, \$12.		
	<u>Early Retirement (new)</u> - Employee aged 61, whose age plus years of service equal 85, may retire with an unreduced pension. Effective December 1, 1988, at age 60.		
<u>Brewers' Warehousing Company Limited, province-wide; Molson Ontario Breweries Limited at Toronto and Barrie; Labatt Brewing Company Limited, Labatt's Ontario Breweries Division, at Toronto, Waterloo and London; Carling O'Keefe Breweries of Canada Limited at Toronto - Local 325, Brewery and General Workers (NUPGE) (CLC), Local 304, Brewery and Soft Drink Workers (NUPGE) (CLC), Local 306, Canadian Auto Workers (CLC), Various Locals - Food and Commercial Workers (AFL-CIO/CLC)* and Local 1, National Brewery Workers' Union (CLC) (warehouse, retail store clerks, office, production, maintenance and transport employees):</u> Nine 33-month renewal agreements effective from March 21, 1988** to December 31, 1990, with wages retroactive to January 1, 1988, covering 3,738 employees, settled with mediation assistance, except Molson in Barrie which settled during a work stoppage. Duration of negotiations - 5 months.			
	* All previously Canadian Brewery Workers (CLC).		
	** Previous agreements expired December 31, 1987.		

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>
Increases:				
Regular Employees		60¢	65¢	70¢
Temporary Employees		31¢	34¢	36¢
Preferred Temporary Employees-Brewers' Warehousing		39¢	42¢	46¢
Temporary Employees Trades "A" and Mechanic		50¢	55¢	59¢
Skilled Trades Adjustments for Regular Employees Trades "A"		10¢	11¢	12¢
<u>Carling O'Keefe, Labatt and Molson</u>				
Bottling and Warehouse Machine Operator		\$17.40 (\$16.80)	\$18.05	\$18.75
Tradesman "A"		\$20.37 (\$19.67)	\$20.48	\$20.60
<u>Brewers' Warehousing</u>				
Counter Clerk		\$17.29 (\$16.69)	\$17.94	\$18.64
Retail Checker/Cashier		\$17.49 (\$16.89)	\$18.14	\$18.84
COLA (Regular Employees):	Effective January 1, 1990, 1¢ per 0.3 point change in the CPI - 1971=100, using the December 1989 index as the base. Triggered at 6%. Paid as one lump sum on the first pay period following the release of the December 1990 index. (Basic formula is unchanged.)			
Shift Premium:	Effective January 1, 1989, 80¢ (75¢) per hour worked on midnight shift. Effective January 1, 1990, 85¢.			
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$32,000 (\$31,000). Effective January 1, 1989 and 1990, \$33,000 and \$34,000 respectively.			
	<u>Life Insurance for Retirees</u> - Benefit is \$4,000 (\$3,000).			
	<u>Dental</u> - Effective April 1, 1988, maximum benefit is \$3,250 (\$3,000) for restorative and orthodontic services. Effective January 1, 1989 and 1990, \$3,500 and \$3,750 respectively.			
Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1988, \$26 (\$20) per month per year of future service. Effective January 1, 1989 and 1990, \$27 and \$28 respectively.			

Special Early Retirement Benefit - Employee retiring between age 60 and 65 with 30 years of service receives full pension, with a minimum monthly benefit of \$1,354 (\$1,140). Effective January 1, 1989 and 1990, \$1,440 and \$1,439 respectively.

Upon receipt of CPP, the special early retirement benefit will be in accordance with the following schedule:

Minimum Pension at Normal Retirement - Employee aged 65 with 30 years of service, retiring on or after January 1, 1988, receives \$1,440 (\$1,205) per month with CPP offsets, \$1,500 for retirement on or after January 1, 1989 and \$1,560 for retirement on or after January 1, 1990. Benefits are prorated for employee with less than 30 years of service.

Early Retirement with Reduced Benefit (new) - Employee aged 55 or older whose age plus years of service equal 85 or more and who does not qualify for Special Early Retirement Benefit, may retire with accrued basic and supplemental benefits, reduced by 4% per year of early retirement.

Pre-Retirement Survivor Benefit - Surviving spouse receives the existing percentage of the accrued benefit and supplement. (Previously, surviving spouse received 50% of accrued pension.)

Pension Indexing - Payment is equal to the total basic benefit times the percentage increase in the CPI in the preceding year, to a maximum 2%. (Basic formula is unchanged.)

Vesting - After 2 years of service. (Previously, at age 45 and after 10 years of service.)

Guaranteed Wage Plan:

Eligibility requirement is 3 (1) years of service for employees other than regular employees.

Supplemental Separation Pay (new) - \$30 per week of benefit entitlement for eligible employee.

Driver's Mileage-Meal Allowance (Carling O'Keefe Transport and Molson):

Effective January 1, 1989, \$1.55 (\$1.50) per 100 kilometres with a minimum of \$3. Effective January 1, 1990, \$1.60.

Tool Allowance (All except Brewers' Warehousing):

\$255 (\$245) per year. Effective in 1989 and 1990, \$265 and \$275 respectively.

TEXTILE

Artex Woollens Limited at Cambridge - Local 1153T, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 11, 1987 to December 10, 1989, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Dec. 11/87</u>	<u>June 6/88</u>
	General Increases*	15¢	20¢
	Labourer (Maintenance)	\$9.16 (\$9.01)	\$9.36
	Millwright	\$10.88 (\$10.73)	\$11.08
	Effective	<u>Dec. 5/88</u>	<u>June 5/89</u>
	General Increases*	20¢	20¢
	Labourer (Maintenance)	\$9.56	\$9.76
	Millwright	\$11.28	\$11.48

* Red-circled employees receive 50% of each of the increases.

The following changes are effective April 1, 1988, unless stated otherwise.

Health and Welfare: Life Insurance - Benefit is \$10,000 (\$9,000). Effective April 1, 1989, \$11,000.

Vision - Maximum claim is \$125 (\$100) per family member every 2 years.

Pension Plan: Basic Benefit - \$8 (\$7) per month per year of service. Effective April 1, 1989, \$9.

Retirement Age - Compulsory at 65 (66).

Safety Shoe Allowance: \$50 (\$45) per year.

WOOD

G. W. Martin Veneer Limited at Sault Ste Marie - Local 2-1000, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 27, 1987 to November 26, 1989, covering 285 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 30/87</u>	<u>Nov. 28/88</u>
	Increases	4% with a minimum 38¢	4% with a minimum 38¢
	Light Labour	\$9.48 (\$9.10)	\$9.86
	Electrician "A"	\$12.08 (\$11.62)	\$12.56

Shift Premium: 0-20¢-20¢ (0-15¢-15¢).

Bereavement Leave:	Up to 3 days' paid leave upon death of step-parent/brother/sister/child, if raised as a family unit (new).
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$14,000 (\$10,000). <u>Weekly Indemnity</u> - Benefit is \$240 (\$100) for a maximum 26 weeks, with UIC carve-out for weeks 17 to 26. <u>Drugs</u> - Coverage is extended to include dependent children to age 25 (21) attending college or university full-time. <u>Dental (new)</u> - Effective after March 23, 1988, employer pays 50% of premium costs. Plan is based on Blue Cross #7, with deductibles of \$50 for family coverage and \$25 for single coverage.
Pension Plan:	<u>Early Retirement</u> - Employee aged 60 (62) or over with 20 years of continuous service may retire with full pension.
Meal Allowance:	\$4.25 (\$3.75).
Safety Shoe Allowance (new):	\$20 per year.

PAPER AND ALLIED

Borden Company Ltd., Sunworthy Wallcoverings, previously Reed Inc. at Brampton - Local 304, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from February 19, 1988 to February 18, 1991, covering 410 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 19/88</u>	<u>Feb. 19/89</u>	<u>Feb. 19/90</u>
	General Increases	4.5%	4.5%	4.5%
	Grade 16 (Production Worker)	\$10.43-\$10.77 (\$9.98-\$10.31)	\$10.90-\$11.25	\$11.39-\$11.76
	Grade 0 (includes Painter "A")	\$15.75-\$16.11 (\$15.07-\$15.42)	\$16.46-\$16.83	\$17.20-\$17.59

Maximum rates are reached after two 3-month increases.

COLA Provision:	Deleted. (Previously, 1¢ per 0.26 point change in the Consumer Price Index - 1971=100, with downward adjustments limited to the amount of the previous upward adjustments. Triggered at 5% above the October 1985 index.)
Shift Premium:	0-45¢-55¢ (0-40¢-50¢).
Lead Hand Premium:	37¢ for finishing and set-up finishing (new).
Holiday Pay:	Time and one-half for the first 3 hours worked and double time thereafter. (Previously, time and one-half for all hours worked).

Health and Welfare:	<u>LTD</u> - Payable to age 65, recovery or death. (Previously, payable up to a maximum of 3 years.)
Pension Plan:	Benefit is based on career earnings to 1985 (1982).
Safety Shoe Allowance:	\$70 (\$60) per contract year. Effective February 19, 1989, \$75.
Meal Allowance:	\$6 (\$5) after 2 hours of unscheduled overtime. Effective February 19, 1989, \$7.
Tool Allowance:	\$95 per year (\$75). Effective February 19, 1989, \$110.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Hamilton, London, Ottawa and Toronto, Ontario and Montreal, Quebec - Various Locals, Graphic Communications Union (AFL-CIO/CLC) (lithographers and photoengravers): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 795 Ontario employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	General Increases	4.75%	5%
	Floor Helper (after 6-months)	\$10.79 (\$10.28)	\$11.33
	Platemaker (non-trade platemaking shop) (key industry rate)	\$21.79 (\$20.80)	\$22.88
	Journeyman Pressman (4 colour press over 1610 mm)	\$25.39 (\$24.24)	\$26.66
	<u>Photoengraver</u> Toronto and Hamilton		
	<u>Minimum Weekly Rates</u> 35 hours per week		
	Journeyman - Day Shift*	\$781.30 (\$745.87)	\$820.36

* Journeyman working on the night shift work 32½ hours per week and receive an additional 12% (unchanged) of the Day Shift minimum weekly rate.

Paid Vacation:	4 weeks after 5 (6) years of service. Effective January 1, 1989, 4 weeks after 4 years.
Health and Welfare:	<u>Benefit Fund - Employer Contribution</u> - Effective April 1, 1988, \$136.11 (\$129.40) per month per employee. Effective January 1, 1989, \$142.82.

Pension Plan: Employer Contribution - Effective January 1, 1989, \$18 (\$15) per week per employee.

Education Employer Contribution - \$3.35 (\$3.30) per week for lithography and
Training photoengraving employees. Effective January 1, 1989, \$3.40.
Programme:

PRIMARY METAL

Slater Industries Inc., Slater Steels - Hamilton Specialty Bar Division at Hamilton - Local 4752, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1988 to December 31, 1990, covering 575 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/88</u>
	COLA Fold-in	43¢
	Job Class 2 (includes Labourer)	\$13.517 (\$13.087)
	Job Class 21 (includes Electronic Repairman)	\$17.26 (\$16.83)

COLA: \$1.16 was generated during the previous agreement plus 8¢ silent COLA for a total of \$1.24; 43¢ is folded into wages, 1¢ is diverted to the union education fund and 80¢ is diverted to pension improvements.

1¢ per 0.3 point change in the CPI - 1971=100, using the December 1987 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare: The following changes are effective March 23, 1988, unless stated otherwise.

Weekly Indemnity - Benefit is \$339 (\$325). Effective January 1, 1989 and 1990, benefit to equal the UIC maximum.

Vision - Maximum claim is \$100 (\$75) every 2 years.

Dental - Coverage is based on the 1985 (1984) ODA fee schedule. Coverage is based on the current year's ODA fee schedule for employees opting for services with the Neighbourhood Dental Services Limited clinics. Orthodontic services are added with 60%-40% co-insurance and a maximum lifetime of \$1,500 (new).

Pension: Basic Benefit - \$28 (\$17) per year of credited service.

Early Retirement (new) - Employee with 30 years of credited service may retire with unreduced normal and supplemental benefits.

Current Retirees and Survivors - Benefits increased by \$40 per month.

Meal Allowance: Effective March 23, 1988, \$5 (\$4) after 3 hours of overtime.

International Malleable Iron Company Limited at Guelph - Local 3000, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1988 to February 28, 1990, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 1/88</u>	<u>Mar. 1/89</u>
	General Increases	18¢	22¢
	COLA Fold-in	38¢	
	Job Class 1 (includes Carton Maker and Bench Packer-Warehouse)	\$13.185 (\$12.625)	\$13.405
	Job Class 19 (Patternmaker Wood "A"- Pattern)	\$15.00 (\$14.44)	\$15.22
COLA:	1¢ per 0.28 point change in the CPI - 1971=100, using the November 1987 index as the base. Adjusted quarterly and folded in annually. (Basic formula is unchanged.)		
Shift Premium:	0-45¢-50¢ (0-40¢-45¢). Effective March 1, 1989, 0-50¢-55¢.		
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$19,000 (\$18,000). Effective March 1, 1989, \$20,000. <u>Major Medical</u> - Chiropractic services not covered by OHIP added (new). <u>LTD</u> - Benefit is \$400 (\$300) per month. Effective March 1, 1989, \$500.		
Pension Plan:	<u>Basic Benefit</u> - Maximum benefit is \$12.50 (\$9.50) per month per year of service depending on hours worked. Effective March 1, 1989, \$14.		
Safety Shoe Allowance:	\$65 (\$45) per year for safety shoes with permanently attached metatarsal guards and \$40 (\$25) for regular safety shoes. Effective March 1, 1989, \$75 and \$50 respectively.		

METAL FABRICATING

Waterloo Metal Stampings at Kitchener - Local 7155, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 14, 1988 to February 13, 1990, covering 270 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 14/88</u>	<u>Feb. 14/89</u>
	Increases:		
	Incentive	39¢-48¢	31¢-39¢
	Non-Incentive	49¢-\$1.20	42¢-95¢

Effective	<u>Feb. 14/88</u>	<u>Feb. 14/89</u>
-----------	-------------------	-------------------

Non-Incentive Rates

Grade 5 Stock Boy	\$9.18 (\$8.69)	\$9.60
Grade 18 Tool & Die Maker Grade I	\$15.94 (\$14.74)	\$16.89

Shift Premium: 0-43¢-43¢ (0-40¢-40¢). Effective February 14, 1989, 0-45¢-45¢.

Overtime Pay: Time and one-half for the first 4 hours after completion of regular shift and double time thereafter. (Previously, time and one-half for all hours worked in excess of regular shift.)

Paid Vacation: 5 weeks after 20 (21) years of service.

Health and Welfare: The following changes are effective March 30, 1988, unless stated otherwise.

Life Insurance and AD & D - Benefit is \$13,000 (\$12,000).
Effective February 14, 1988, \$14,000.

Weekly Indemnity - Maximum benefit is \$210 (\$200). Effective February 14, 1989, \$220, payable on a 1-1-5-39 (1-1-5-26) basis.

Dental - Employer pays 90% (80%) of premium costs. Effective April 1, 1988, coverage is based on the 1986 (1985) ODA fee schedule. Effective February 14, 1989, the 1987 ODA fee schedule.

Pension Plan: Basic Benefit - \$7.50 (\$6.50) per month per year of service.
Effective February 14, 1989, \$8.50.

Education Allowance (new): 100% cost reimbursement on successful completion of work-related courses.

Safety Prescription Glasses: \$55 (\$50) per year. Effective February 14, 1989, \$60.

Safety Shoe Allowance: \$50 (\$40) per year.

Welded Tube of Canada Limited at Vaughan - Local 8328, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1987 to November 30, 1989, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/87</u>	<u>Dec. 1/88</u>
--------	-----------	------------------	------------------

Average Increases	6.5%	5%
-------------------	------	----

Group 6 (Labourer)	\$12.98 (\$12.15)	\$13.63
-----------------------	----------------------	---------

Group 1 (includes Mill Operator)	\$14.59 (\$13.71)	\$15.31
-------------------------------------	----------------------	---------

Start Rate - \$10.69 (\$9.87) per hour for newly hired labourer, progressing automatically to Group 6 rate after 24 months (unchanged).

COLA:

1¢ per 0.6 point increase in the CPI - 1961=100, using the December 1988 index as the base. Adjusted quarterly and capped at 15¢. (Previously, inoperative. Basic formula is unchanged.)

Shift Premium:

0-30¢-40¢ (0-30¢-35¢).

Paid Vacation:

4 weeks after 12 (14) years of service. Effective December 1, 1988, 4 weeks after 11 years.

Vacation Bonus (new):

\$200 per year for employee who has worked a minimum of 1,000 hours during the vacation year.

Health and Welfare:

Life Insurance - Benefit is \$17,000 (\$15,000).

Vision (new) - Effective January 1, 1989, employer pays \$50 per employee into a vision care plan administered by the company. Maximum claim is \$200 every 2 years.

Dental - Maximum claim for dentures is \$750 (\$500) for the duration of the contract.

Pension:

Employer Contribution - Effective April 1, 1988, 37.5¢ (25¢) per hour worked. Effective April 1, 1989, 50¢.

Meal Allowance:

\$8 (\$7) after 2 hours of overtime.

Contracting Out Clause (new):

Effective April 1, 1988, no contracting out of work usually performed by members of the bargaining unit, if contracting out would result in the layoff of any employee other than casual part-time employees.

ELECTRICAL PRODUCTS

Inglis Limited at Toronto - Locals 2900 and 4487, United Steelworkers (AFL-CIO/CLC)

(plant and office employees): Two 36-month early renewal agreements effective from April 1, 1988* to March 31, 1991, covering 581 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Previous agreements were scheduled to expire March 31, 1989.

Wages:

Effective	<u>Apr. 3/88</u>	<u>Apr. 2/89</u>	<u>Apr. 1/90</u>
-----------	------------------	------------------	------------------

Plant Employees

General Increases	15¢	15¢	15¢
-------------------	-----	-----	-----

COLA Fold-in	38¢		
--------------	-----	--	--

Skilled Trades Adjustments	85¢	30¢	30¢
----------------------------	-----	-----	-----

Job Class 3 (includes Light Assembler)	\$12.50 (\$11.97)	\$12.65	\$12.80
--	-------------------	---------	---------

Effective	<u>Apr. 3/88</u>	<u>Apr. 2/89</u>	<u>Apr. 1/90</u>
Job Class 21 (includes Tool & Die Maker)	\$16.84 (\$15.46)	\$17.29	\$17.74

COLA: 1¢ per 0.35 point increase in the CPI - 1971=100, using the December 1987 index as the base. Adjusted quarterly and folded in annually. 10¢ in each of the second and third contract years is diverted to the pension plan. (Basic formula is unchanged. Previously, no diversions and 36¢ COLA advance.)

Shift Premium: 0-35¢-35¢ (0-33¢-33¢). Effective April 2, 1989, 0-37¢-37¢. Effective April 1, 1990, 0-39¢-39¢.

Health and Welfare: Life Insurance and AD & D - Benefit is \$16,000 (\$15,000). Effective April 1, 1989, \$17,000. Effective April 1, 1990, \$18,000.

Dental - Coverage is based on the 1986 (1985) ODA fee schedule. Effective April 1, 1989 and 1990, the 1987 and 1988 ODA fee schedules respectively.

Pension Plan: Basic Benefit - \$16 (\$15.50) per month per year of service. Effective April 1, 1989, \$20. Effective April 1, 1990, \$25.

Survivor Benefit - Effective January 1, 1988, 60% (50%) of retiree's pension.

Pre-Retirement Death Benefit (new) - Benefit is based on pension earned after December 31, 1986 for employee who dies on or after January 1, 1988.

Prescription Safety Glasses: \$55 (\$50) every 2 years. Effective April 2, 1989, \$60. Effective April 1, 1990, \$65.

Safety Shoe Allowance: \$50 (\$45) per year. Effective April 2, 1989, \$55. Effective April 1, 1990, \$60.

Northern Telecom Canada Limited at Belleville, Brampton, Kingston, London, Ontario and Saint John, N.B. - Various Locals, Canadian Auto Workers (CLC) (office, clerical, technical and hourly rated employees): Two 36-month renewal agreements effective from February 27, 1988 to February 25, 1991, covering 4,900 Ontario employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 29/88</u>	<u>Feb. 27/89</u>
General Increases		30¢	25¢
COLA Fold-in		45¢*	40¢
Skilled Trades Adjustments		30¢	10¢

Effective	<u>Feb. 29/88</u>	<u>Feb. 27/89</u>
-----------	-------------------	-------------------

Hourly Rates

London Plant**

Grade 22 (includes Assembly Worker)	\$13.99 (\$13.24)	\$14.64
Grade 28 (includes Set-up Man)	\$15.57 \$14.82)	\$16.22
Skilled Trade (Electronics Technician)	\$18.16 (\$17.11)	\$18.91

Monthly Rates

Clerical Unit

Grade 53 (includes File Clerk)	\$1,855.80-\$1,966.85 (\$1,754.40-\$1,865.45)	\$1,949.05-\$2,060.10
Grade 63 (includes Senior Clerk)	\$2,990.90-\$3,198.30 (\$2,811.80-\$3,019.20)	\$3,125.60-\$3,333.00

Technical Unit

Lowest Level (ETE)	\$2,495.45-\$2,673.60 (\$2,346.30-\$2,524.45)	\$2,612.45-\$2,790.60
Highest Level (ATS 3)	\$3,620.35-\$3,854.40 (\$3,410.25-\$3,644.30)	\$3,776.75-\$4,010.80

* Actually folded in on April 18, 1988.

Effective	<u>Feb. 25/90</u>
-----------	-------------------

General Increase	25¢
------------------	-----

COLA Fold-in	40¢
--------------	-----

Hourly Rates

London Plant**

Grade 22 (includes Assembly Worker)	\$15.29
Grade 28 (includes Set-up Man)	\$16.87
Skilled Trade (Electronics Technician)	\$19.56

Effective

Feb. 25/90

Monthly Rates

Clerical Unit

Grade 53 (includes
File Clerk) \$2,042.30-\$2,153.35

Grade 63 (includes
Senior Clerk) \$3,260.30-\$3,467.70

Technical Unit

Lowest Level (ETE) \$2,729.45-\$2,907.60

Highest Level (ATS 3) \$3,933.15-\$4,167.20

** Rate schedules at London Plant are one grade higher than other plants except Belleville where non-skilled classifications range 2 grades higher.

COLA: \$1.33 COLA was generated under previous agreements for Brampton and \$1.37 at the other locations. \$1.25 is folded into wages on the dates shown above leaving a float of 8¢ at Brampton and 12¢ at the other locations.

1¢ per 0.126 (0.30) point change in the CPI - 1981=100 (1971=100), using the January 1988 index as the base. Adjusted quarterly. Effective for the final two adjustments, 1¢ per 0.12 point change in the CPI, using the October 1990 index as the base.

Shift Premium: Effective April 18, 1988, 0-55¢-55¢ (0-50¢-50¢). Effective February 27, 1989, 0-60¢-60¢. Seven day operation at Kingston, 0-\$1-\$1 (0-75¢-75¢).

Bereavement Leave: 3 (1) days' paid leave upon death of grandparent.

Health and Welfare: Life Insurance and AD & D - Effective July 1, 1988, benefit is \$15,000 (\$14,000).

LTD - Hourly wage-related benefit is \$1,300-\$1,575 (\$1,150-\$1,400).

Vision - Effective January 1, 1990, maximum claim is \$100 (\$75) every 2 years.

Dental - Effective May 1, 1988, coverage is based on the 1986 (1985) ODA fee schedule. Effective May 1, 1989 and 1990, the 1988 and 1989 ODA fee schedules respectively.

Pension Plan: Basic Benefit - Effective January 1, 1988, \$23 (\$20), \$25 (\$22) and \$28 (\$25) per month per year of service for Benefit Groups 1, 2 and 3 respectively for hourly rated employees. Effective in the second and third contract years, benefits are increased by \$1 per year. Similar increases in benefits for salaried employees.

Pension Indexing (new) - Retiree aged 58 or 59 receives an annual lump sum payment based on 60% of the annual change in the CPI. Retiree aged 60 to 64 receives an increase in the basic benefit based on 60% of the annual change in the CPI. Retiree aged 65 and over receives an increase in the basic benefit based on 75% of the annual change in the CPI. In all cases, adjustments are capped at a maximum benefit increase of 6% per year.

Northern Telecom Canada Limited at Hamilton, Kitchener, London, North Bay, Toronto and Windsor, Ontario; Winnipeg, Manitoba; Saskatoon, Saskatchewan and Edmonton and Calgary, Alberta - Locals 4 and 9, Communications-Electrical Workers (CLC) (installers, shop, warehouse and office employees): Three 36-month renewal agreements effective from November 1, 1987 to October 31, 1990, covering 700 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Changes are similar to those reported above for Northern Telecom Canada Limited and Canadian Auto Workers.

NON-METALLIC MINERAL PRODUCTS

Electro Porcelain Co. Ltd. at Waterloo - Local 7581, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 12, 1988 to April 5, 1991, covering 265 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Mar. 12/88	Mar. 11/89	Mar. 10/90
General Increases		4.5%	4.5%	4.5%
General Labourer		\$9.69 (\$9.27)	\$10.13	\$10.59
Tool & Die Maker		\$16.72 (\$16.00)*	\$17.47	\$18.26

* Previous rate reflects \$1.53 adjustment made during the previous agreement.

Lump Sum Settlement Pay: Effective March 18, 1988, \$125 for all regular employees on payroll as of March 12, 1988.

COLA: Effective March 12, 1989, 1¢ per 0.35 point increase in the CPI - 1971=100, using the March 1988 index as the base. Triggered at 4.5% (5%) annually. (Basic formula is unchanged. Formula did not trigger.) Effective March 12, 1990, 1¢ per 0.32 point change in the CPI, triggered at 4%.

Shift Premium: 45¢ per hour for employee on continuous 7-day operation night shift (new).

Bereavement Leave: 3 days' paid leave upon death of common-law spouse, brother/sister-in-law, grandchild, and step-parent/brother/sister (new).

Paid Vacation: 5 weeks after 20 (22) years of service. Effective March 12, 1990 5 weeks after 18 years.

Vacation Pay: 12% after 22 (25) years of service.

Health and Welfare: Life Insurance - Effective June 1, 1988, maximum benefit is \$16,000 (\$15,000). Effective June 1, 1989, \$17,000. Effective June 1, 1990, \$18,000.

Weekly Indemnity - Benefit is payable on a 1-1-5-26 (1-1-6-26) basis. Effective March 12, 1990, 1-1-5-30. First day includes in or out-patient if anesthetic is administered.

Vision - Maximum claim is \$125 (\$100) every 2 years. Effective March 12, 1990, \$150.

Dental - Coverage is based on the 1987 (1986) ODA fee schedule. Effective March 12, 1989, the 1988 ODA fee schedule. Effective March 12, 1990, orthodontic services with 50%-50% co-insurance are added (new).

Pension Plan: Employer Contribution - 1.5% (1.25%) of earnings. Effective March 12, 1990, 1.75%.

Safety Shoe Allowance: \$60 (\$40) per year.

Fiberglas Canada Inc. at Sarnia - Local 914, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from February 1, 1988 to January 31, 1990, covering 440 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 1/88	Feb. 1/89
General Increases		4.5%	4.5%
Grade 11 (Labourer)		\$12.84 (\$12.29)	\$13.42
Grade 3 (includes 1st Class Electrician)		\$18.91 (\$18.10)	\$19.76

Continuous Shift Premium: Effective April 29, 1988, 47¢-\$1.07 per hour worked in accordance with new 12-hour shift schedule. (Previously, 36¢-71¢-\$1.23). Effective February 1, 1989, 49¢-\$1.12.

Health and Welfare: Life Insurance - Employer pays 100% of premium costs. Benefit is 2 times employee's basic salary. (Previously, employee contributed 25¢ per \$1,000 for benefits from \$36,500 to \$48,000 depending on grade level.)

Effective April 1, 1988, employer pays 90% of premium costs for all medical benefits. (Previously, employer paid 85% of premium costs for OHIP and 80% for all other medical benefits.) Effective February 1, 1989, 100%.

Weekly Indemnity - Benefit is \$355-\$465 (\$340-\$445) depending on grade level. Effective February 1, 1989, \$370-\$485.

LTD - Minimum monthly benefit is \$900 (\$850). Effective February 1, 1989, \$950. Current benefits are \$1,245-\$1,834 depending on grade level. Effective February 1, 1989, \$1,302-\$1,917.

Domglas Inc. at Brampton - Local 260, Aluminum, Brick and Glass Workers (AFL-CIO/CLC):

A 42½-month renewal agreement effective from February 16, 1988 to September 1, 1991, covering 650 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 16/88	Feb. 16/89
General Increases		33¢	36¢
Skilled Trades Adjustment		35¢	
Additional Adjustments			10¢ for Groups 1-4, 10¢-19¢ for some other classifications
Selector Packer		\$11.53-\$11.78 (\$11.20-\$11.45)	\$11.99-\$12.24
Painter/Carpenter		\$14.11-\$14.57 (\$13.43-\$13.89)	\$14.47-\$14.93
Licensed Electrician/ Instrument Technician		\$14.96-\$15.30 (\$14.28-\$14.62)	\$15.49-\$15.83
Effective		Feb. 16/90	Feb. 16/91
General Increases		43¢	34¢
Selector Packer		\$12.42-\$12.67	\$12.76-\$13.01
Painter/Carpenter		\$14.90-\$15.36	\$15.24-\$15.70
Licensed Electrician/ Instrument Technician		\$15.92-\$16.26	\$16.26-\$16.60

Maximum rate for Selector Packer is reached after 6 months, for Painter/Carpenter after 30 months, and for Licensed Electrician/Instrument Technician after 24 months.

COLA: 1¢ per 0.35 point change in the CPI - 1971=100, using the November 1987 index as the base. Triggered at 5% annually. Adjusted quarterly and folded into wages on February 1 in each year. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: 0-26¢-32¢ (0-23¢-29¢). Effective February 16, 1989, 0-28¢-34¢.

Certification Premium: 25¢ (15¢) per hour for designated trades and Truck Driver.

Machine Premium: Effective February 16, 1989, I.S. Machine Premiums:

6 Section - Single 12¢ (2¢)	8 Section - Single 17¢ (17¢)
Double 21¢ (21¢)	Double 36¢ (29¢)
Triple 34¢ (new)	Triple 42¢ (new)

id Vacation: Effective February 16, 1989, 4 weeks after 11 (12) years of service and 5 weeks after 20 (23) years.

Health and Welfare: Dental - Coverage is based on the previous year's (1984) ODA fee schedule.

Pension Plan: Basic Benefit - \$20 (\$17) per month per year of service. In the event of plant closure, employee with 30 years of service receives the basic benefit without actuarial reduction (new).

Early Retirement (new) - Effective February 16, 1989, employee aged 62 who elects early retirement receives \$12.50 per month per year of credited service. Effective February 16, 1990, \$20. Effective February 16, 1991, employee aged 60 or over may elect early retirement on full pension.

Description of Safety Glasses: Employer pays 100% (75%) of costs to a maximum \$60 (unchanged).

Safety Shoe Allowance: 3 (2) pairs per year for maintenance employees and 2 (1) pairs for all other employees. Effective February 16, 1989, employer pays \$40 (\$28) per pair purchased.

Tool Allowance: \$100 (\$65) per year.

Working Uniform Allowance (drivers): Employer pays 100% of the costs of uniforms. (Previously, varied subsidies.)

CHEMICAL AND CHEMICAL PRODUCTS

Lyssar Limited at Sarnia - Local 914, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from February 1, 1988 to January 31, 1990, covering 1,350 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4½ months.

Increases:	Effective	Feb. 1/88	Feb. 1/89
General Increases		4.5%	4.5%
Labour		\$13.03 (\$12.47)	\$13.62
Class I Mechanic		\$18.91 (\$18.10)	\$19.76
Lead Technician		\$19.96 (\$19.10)	\$20.86

Shift Premium: 8-Hour Shifts - 36¢-71¢-\$1.23 (34¢-68¢-\$1.18). Effective February 1, 1989, 38¢-74¢-\$1.29.

12-Hour Shifts - 47¢-\$1.02 (45¢-\$1.02). Effective February 1, 1989, 49¢-\$1.12.

Health and
Welfare:

Life Insurance - Maximum benefit is \$78,000 (\$74,000). Effective February 1, 1989, \$82,000.

Weekly Indemnity - Maximum benefit is \$525 (\$480). Effective February 1, 1989, \$545.

LTD - Minimum monthly benefit is \$900 (\$850). Employer will not reduce amount paid in the event of an increase in the CPP (new).

Major Medical - Plan is extended to include out-of-province coverage (new).

Dental - Coverage continues to be based on the current year's ODA fee schedule. Orthodontic services provided for dependent child aged 6 to 21 (6 to 18). Maximum benefit is \$1,500 (\$1,000) per person per year.

Pension Plan:

Early Retirement - Benefit is reduced by 3% (5%) per year of early retirement for employees electing early retirement with a reduced pension. Employee who elects early retirement prior to 60 receives full CPP bridge benefit at age 60 to age 65 (new).

Union Education
Fund (new):

Employer Contribution - 3¢ per hour for each full-time regular employee to a fund providing health and safety and industrial relations training.

MISCELLANEOUS

North American Plastics Company Limited at Wallaceburg - Local 251, United Auto Workers (AFL-CIO): A 38-month early renewal agreement effective from March 14, 1988* to May 13, 1991, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previous agreement was scheduled to expire May 13, 1988.

Wages:

Effective	<u>Mar. 14/88</u>	<u>Mar. 13/89</u>	<u>Mar. 12/90</u>
-----------	-------------------	-------------------	-------------------

General Increases	20¢	15¢	15¢
-------------------	-----	-----	-----

Additional Adjustments	Some wage progression adjustments		
---------------------------	---	--	--

Minimum Rates

Assembler	\$9.70 (\$9.50)	\$9.85	\$10.00
-----------	--------------------	--------	---------

Electrician A	\$13.04 (\$12.84)	\$13.19	\$13.34
---------------	----------------------	---------	---------

Start Rate - 80% (85%) of job rate, progressing to job rate after 24 (18) months.

Lump Sum
Payments:

\$200 for seniority employees. Effective March 13, 1989, \$200 for employees with a minimum of 750 hours worked and \$100 for employee with a minimum of 500 hours worked. Effective January 1, 1990, \$150 and \$75 respectively.

Shift Premium: 0-20¢-30¢ (0-15¢-25¢).

Health and Welfare: Life Insurance and AD & D - Effective March 13, 1989, benefit is \$11,000 (\$10,000). Effective March 12, 1990, \$12,000.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1989, \$6 (\$5) per month per year of service. Effective January 1, 1990, \$7.

Tool Allowance (new): \$100 over the life of the agreement.

TRANSPORTATION

Transit Windsor - Local 616, Transit Union (AFL-CIO/CLC): A 36-month renewal agreement effective from March 1, 1988 to February 28, 1991, covering 205 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/88</u>	<u>June 1/89</u>	<u>Mar. 1/90</u>
General Increases		4.2%	4.3%	4.5%
Additional Adjustments		15¢ for Maintenance Stores employees		
Operator		\$14.06 (\$13.49)	\$14.66	\$15.32
Welder		\$15.27 (\$14.65)	\$15.93	\$16.65

Skilled Trades Premium: 30¢ (25¢) per hour worked, to a maximum of 40 hours per week.

Stock Room Pre-mium (Maintenance Stores employees): Deleted. (Previously, 10¢ per hour.)

Bereavement Leave: 2 (1) days' paid leave upon death of parent/brother/sister/son/daughter-in-law, step-parent and grandparent and 1 day when death occurs during vacation (new).

Health and Welfare: Life Insurance - Effective March 1, 1990, benefit is \$25,000 (\$20,000).

LTD - Benefit is \$650 (\$550). Effective March 1, 1988, 1989 and 1990, \$700, \$750 and \$850 respectively.

Death Benefit - \$1,500 (\$1,000) for beneficiary of employee retiring after March 16, 1988.

Dental - Effective January 1, 1989, coverage is based on the 1987 (1986) ODA fee schedule. Effective January 1, 1990 and 1991, the 1988 and 1990 ODA fee schedules respectively.

Spousal Transit Pass (new):	Lifetime transit pass for spouse of retiree until remarriage.
Paid Attendance/ Safety Leave (new):	1 floating day per year for employee with 1 year of perfect attendance and 1 day per year for employee receiving industrial safety or safe driver award.
Paid Meeting Time (new):	Minimum 2 hours' pay at applicable rate for employee requested to discuss work-related matters with employer, more than 20 minutes prior to, or immediately following employee's shift.

Travelways Ltd., previously Travelways School Transit Ltd., Markham Division - Local 307, Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 260 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/87	Sept. 1/88	Apr. 1/89
Increases		3%-4%, except 10¢ for Summer Work	2.5%-3.5%, except 23¢ for Summer Work	.5% for School Bus Drivers
Additional Adjustments		Transit Driver classification added; 1 3/4-2 and 2-2 1/4 hour shifts added for School Bus Drivers		
Charter Bus Driver		\$6.31 (\$6.07)	\$6.53	\$6.53
School Bus Driver after 3 years of seniority				
- per 1 1/2-1 3/4 hour shift		\$13.95 (\$13.41)	\$14.39	\$14.47
- per 2-2 1/4 hour shift (new)		\$15.54	\$16.04	\$16.12

Health and Welfare (full-time): OHIP, Life Insurance, AD & D and Weekly Indemnity - Effective September 1, 1988, employer pays 85% (80%) of premium costs.

Life Insurance and AD & D - Benefit is \$30,000 (\$25,000).

Weekly Indemnity - Payable on a 1-1-8-15 (1-8-15) basis.

ELECTRICAL POWER, GAS AND WATER UTILITIES

Union Gas Limited in southwestern Ontario - Various Locals, Energy and Chemical Workers (CLC) (hourly rated and salaried employees): Two 24-month renewal agreements effective from January 1, 1988 to December 31, 1989, covering 899 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 13/88</u>	<u>Jan. 1/89</u>
	General Increases	4%	4%
	<u>Hourly Rates</u>		
	Grounds Attendant	\$12.90-\$13.82 (\$12.40-\$13.29)	\$13.41-\$14.37
	Customer Service Representative	\$12.90-\$16.09 (\$12.40-\$15.47)	\$13.42-\$16.73
	Gas Dispatcher	\$13.60-\$17.15 (\$13.08-\$16.49)	\$14.14-\$17.84

Weekly Rates

Clerk Grade 1	\$344.86-\$386.00 (\$331.60-\$371.16)	\$358.66-\$401.45
Clerk Grade 9	\$564.31-\$605.47 (\$542.61-\$582.18)	\$586.88-\$629.68

Maximum rate for Grounds Attendant is reached after 1 year, for Customer Service Representative and Gas Dispatcher after 4 years and for Clerk Grades 1-9, after 2 years and 9 months.

Lump Sum Settlement Payment: 4% of base wages for all hours paid between January 1, 1988 and March 12, 1988.

COLA: Inoperative. (Previously, 1¢ per 0.265 point increase in the CPI - 1971=100, using the December 1986 index as the base. Triggered at 9%. Adjusted quarterly. Formula did not trigger.)

Shift Premium: 0-48¢-64¢ (0-46¢-62¢) and 72¢ (70¢) for the "A" shift, 1 p.m. to 9 p.m. Effective January 1, 1989, 0-50¢-67¢ and 75¢ respectively.

Sunday Premium: \$1.05 (\$1) per hour. Effective January 1, 1989, \$1.09.

Health and Welfare: Life Insurance and AD & D - Maximum benefit is \$75,000 (\$64,000).

Dental - Effective March 6, 1988, coverage is based on the 1987 (1986) ODA fee schedule. Effective January 1, 1989, the 1988 ODA fee schedule.

Pension Plan: Contributory Plan - For retirements effective April 1, 1988, benefit is 1.25% (1.2%) of average annual earnings of best 36 months of consecutive service times years of service.

Early Retirement - Employee with 30 years of service, regardless of age, may elect to retire with an actuarially reduced pension. (Previously, at age 55 with 10 years of service; benefit was actuarially reduced by 6% per year to aged 59; 3% per year at ages 60 and 61 and unreduced thereafter). Effective April 1, 1988, employee aged 61 with 30 years of credited service may retire with full pension. Effective January 1, 1989, at age 60.

Bridging Benefit - 1/35th of \$310 (\$285) per month per year of service to a maximum of 35 years.

RETAIL TRADE

Simpsons Limited and The Bay at Brampton, Etobicoke, Kingston, Kitchener, Toronto and Windsor - Local 1000*, Retail Wholesale Employees (AFL-CIO/CLC) (full-time and part-time employees): Nineteen 24-month renewal agreements effective from January 1, 1988 to December 31, 1989, covering 1,371 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

* Previously, Local 414.

Wages:	Effective	Jan. 1/88	Jan. 1/89
Increases:**			
Clerical		4%	4%
Sales (Non-Commission)		3%-6%	3.75%-4%
Sales (Commission)		Minor adjustments to certain rates	
Food		3%-5%	3%
Additional Adjustments - Windsor Clerical		maximum of Toronto rate or 4% for Intermediate, Senior and General	maximum of Toronto rate or 4% for Intermediate, Senior and General
<u>Toronto</u> (Full-time employees)			
Sales Non-Commission		\$6.237-\$8.308 (\$5.997-\$7.988)	\$6.436-\$8.640
Special Events Co-ordinator		\$7.648-\$10.137 (\$7.354-\$9.747)	\$7.954-\$10.542

** Certain bargaining units receive approximately 4%, in an effort to standardize wages across all units at Toronto area rates.

Additional Adjustment - Windsor - Sale Commission, Shoes - Employee receives the 1987 Non Commission wage rate plus 2% of sales. Option is open within 1988, one time only, to move all stores to the same agreement as Windsor. Effective January 1, 1989, the 1988 Non Commission rate plus 2%.

ump Sum Settle- ent Payment (Windsor Sales):	\$225 per employee, prorated for employee with less than 2 years of service.
ours of Work:	Certain part-time employees are guaranteed a minimum 975 scheduled hours per year but not per week or month (new).
vertime Pay:	Double time for work in excess of 45 hours per week (new).

NANCE, INSURANCE AND REAL ESTATE

Canadian Imperial Bank of Commerce, Chargex Centre at Toronto - Local 2104, CLC
Directly Chartered (full-time and part-time employees): A 12-month renewal agreement effective from January 27, 1988 to January 26, 1989, covering 304 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

ges:	Effective	Mar. 1/88
	Increase	4.7%-5.4%
	Additional Adjustments	Some classi- fication adjustments
	Clerk 1 (File Clerk)	\$7.59-\$8.92 (\$7.20-\$8.47)
	Clerk 9 (includes Assistant Investigator)	\$15.31-\$19.13 (\$14.55-\$18.21)

Maximum rates are reached on merit.

UCATION AND RELATED SERVICES

Windsor Board of Education at Nepean - Ontario Secondary School Teachers' Federation
(Ind.) (secondary school occasional teachers): A 21-month renewal agreement effective from April 1, 1988* to December 31, 1989, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* Previous agreement expired December 31, 1987.

ges:	Effective	Apr. 1/88	Sept. 1/88	Jan. 1/89
	Daily Rate	1/210	1/200	1/195
	Formula**	(1/220)		

Casual Occasional Teacher

Daily Rates***

Certified or Equivalent	\$126.61 (\$120.86)	\$139.42	\$142.99
----------------------------	------------------------	----------	----------

Effective	<u>Apr. 1/88</u>	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>
Non-Certified	\$94.96 (\$90.64)	\$104.57	\$107.24

Extended Occasional Teacher daily rate in accordance with current salary paid for full-time teachers

** Effective April 1, 1988, Certified or Equivalent rate is equal to 1/210 of full-time Group 1 year 0 teacher rate. Non-Certified rate is equal to 75% of Certified or Equivalent teacher rate. Effective September 1, 1988 and January 1, 1989, daily rate formula changes as indicated above.

*** Daily rates include 4% vacation and holiday pay.

NOTE: As Extended Occasional Teacher is an occasional teacher who is employed for a period of 20 or more consecutive days as a replacement for one teacher employed under a permanent or probationary contract. Effective September 1, 1988 and 1989, 19 and 18 days respectively.

Payment in Lieu of Fringe Benefits: \$60 (\$55) per month. Effective January 1, 1989, \$65.

Sick Leave: 2 days' paid leave per month (unchanged) cumulative from assignment to assignment during a given school year. (Previously, cumulative for the duration of assignment.)

Hamilton-Wentworth Roman Catholic Separate School Board at Hamilton - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 773 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
General Increases		4.9%	4.9%
Additional Adjustments		Restructuring of Principal/ Co-ordinator salary grid	
Teacher-Category D 0-8 years Effective Sept. 1/88, 0-9 years		\$20,084-\$25,659 (\$19,146-\$24,460)	\$21,068-\$27,316
Teacher-Category A1 0-11 years		\$23,723-\$40,208 (\$22,615-\$38,330)	\$24,886-\$42,178
Teacher-Category A4 0-11 years		\$28,474-\$50,715 (\$27,144-\$48,346)	\$29,869-\$53,200

	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
Principal/Co-ordinator		\$58,531-\$61,268	\$61,399-\$64,260
0-4 (0-5) years		(\$49,414-\$56,981)	
Responsibility Allowances:	Similar to those reported below for the secondary school teachers.		
Health and Life Insurance:	<u>Life Insurance</u> - Effective September 1, 1988, maximum benefit is \$70,000 (\$60,000).		
	<u>OHIP</u> - Effective September 1, 1988, employer pays 95% (91%) of premium costs.		
	<u>Semi-Private Hospitalization (new)</u> - Employer pays 95% of premium costs for Blue Cross Plan.		
	<u>Vision (new)</u> - Effective September 1, 1988, employer pays 50% of premium costs. Maximum claim is \$80 every 2 years.		
	<u>Dental</u> - Effective September 1, 1988, employer pays 70% (60%) of premium costs.		
Lease Allowance:	24¢ (22¢) per kilometre. Effective September 1, 1988, 25¢.		

Hamilton-Wentworth Roman Catholic Separate School Board at Hamilton - Ontario English Catholic Teachers' Association* (Ind.), (secondary school teachers): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 427 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

* Previously bargained jointly with Association des Enseignants Franco-Ontariens (Ind.) on behalf of elementary and secondary school teachers.

	Effective	<u>Sept. 1/87</u>	<u>Feb. 1/88</u>	<u>Sept. 1/88</u>
Increases		4.9% for Teachers	Average 5.45% for Secondary School Principal	4.9%
Additional Adjustments	Restructuring of Principal/Co-ordinator salary grid			
Teacher-Category D 0-8 years		\$20,084-\$25,659 (\$19,146-\$24,460)		\$21,068-\$26,916
Teacher-Category A1 0-11 years		\$23,723-\$40,208 (\$22,615-\$38,330)		\$24,886-\$42,178
Teacher-Category A4 0-11 years		\$28,474-\$50,715 (\$27,144-\$48,346)		\$29,869-\$53,200

Effective	<u>Sept. 1/87</u>	<u>Feb. 1/88</u>	<u>Sept. 1/88</u>
Principal/ Co-ordinator 0-4 (0-5) years	\$58,531-\$61,258 (\$49,414-\$56,981)	\$58,531-\$61,258	\$61,399-\$64,260
Principal Secondary School 0-5 years	\$60,500-\$64,000 (\$51,414-\$58,981)	\$63,898-\$67,398	\$67,029-\$70,700

Responsibility Allowances:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
Vice-Principal (Secondary) 0-2 years (new)		\$5,000-\$6,500	\$5,500-\$7,000
Vice-Principal/Staff Assistant		\$4,000 (\$3,700)	\$4,500
Consultant		\$3,500 (\$2,750)	\$4,000
Head Category A (over 16 sections) (new)		\$2,200	\$2,700
Head Category B (15-7 sections) (new)		\$1,400	\$1,900
Assistant Head (new)		\$800	\$1,000
Special Education Teacher		\$975 (\$975)	\$1,025

Sick Leave: Maximum accumulation is 260 (230) days.

Health and Welfare: OHIP - Effective September 1, 1988, employer pays 93% (91%) of premium costs.

Life Insurance - Effective September 1, 1988, maximum benefit is \$70,000 (\$60,000).

LTD - Effective September 1, 1988, coverage includes a 5% (3%) cost of living rider.

Dental - Effective September 1, 1988, employer pays 70% (65%) of premium costs.

Mileage Allowance: 24¢ (22¢) per kilometre. Effective September 1, 1988, 25¢.

Lakehead District Roman Catholic Separate School Board at Thunder Bay - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 480 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
General Increases		4%	3.25%
Teacher-Category D 0-7 years		\$20,680-\$28,421 (\$19,885-\$27,328)	\$21,352-\$29,345
Teacher-Category A1 0-10 years		\$25,065-\$40,114 (\$24,101-\$38,571)	\$24,880-\$41,418

Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
Teacher-Category A4 0-11 years	\$30,634-\$51,295 (\$29,456-\$49,322)	\$31,630-\$52,962
Principal	\$58,032 (\$55,800)	\$59,918
Responsibility Allowances:	Increased in accordance with the general salary increases.	
	Principal, Secondary (new) - \$4,392. Effective September 1, 1988, \$4,470.	
Continuing Education Teachers (new):	\$30 per hour, including vacation pay. Effective September 1, 1988; \$32.50.	
Health and Welfare:	<u>Vision</u> - Maximum claim is \$150 (\$100) every 2 years.	
	All health and welfare benefit coverage is extended to include dependent students to age 25 (21).	
Child Preparation Time:	Minimum 100 minutes per week for Junior Kindergarten to Grade 6 (new). Effective September 1, 1988, 120 minutes.	
	Preparation time for grades 7 and 8 extended to all schools, (previously only at certain senior elementary and intermediate grade schools).	
	Equivalent of 2 full semester periods per year for grades 9 to 12 (new).	
	Preparation time is pro-rated for eligible part-time teacher (new).	

Tawa Board of Education - Employees Association (Ind.) (full-time and part-time custodial, maintenance and service employees): A 24-month renewal agreement effective from March 16, 1987 to March 15, 1989, covering 800 employees, settled at the conciliation officer stage. Duration of negotiations - 11 months.

Effective	<u>Mar. 16/87</u>	<u>Mar. 16/88</u>
General Increases	4.5%	4%
Additional Adjustments	Some reclassifications	55¢ for cafeteria employees
<u>Part-time Employees</u>		
Kitchen Assistant	\$6.86 (\$6.56)	\$7.68
Caretaker	\$8.81 (\$8.43)	\$9.16
<u>Full-time Employees</u>		
Chief Custodian Category 5	\$10.95 (\$10.48)	\$11.39

	Effective	Mar. 16/87	Mar. 16/88
Electrician Maintenance Category 1		\$13.87 (\$13.28)	\$14.43
Health and Welfare:	<u>Dental (new)</u> - Employer pays 50% of premium costs. Coverage is based on the 1986 ODA fee schedule.		
Safety Shoe Allowance:	Maximum \$50 (\$42) per year.		

Stormont, Dundas and Glengarry County Roman Catholic Separate School Board at Cornwall - Ontario English Catholic Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/87	Sept. 1/88
General Increases		4.3%	4%
Teacher-Class D 0-6 years		\$18,662-\$25,053 (\$17,893-\$24,020)	\$19,408-\$26,055
Teacher-Class A1 0-12 years		\$22,752-\$39,369 (\$21,814-\$37,746)	\$23,662-\$40,944
Teacher-Class A4 0-12 years		\$27,098-\$48,913 (\$25,981-\$46,896)	\$28,182-\$50,868
Responsibility Allowances:	Principal, Secondary (new)	\$6,695-\$10,395	
	Principal, Elementary	\$3,695-\$7,395	(\$3,485-\$6,975)
	Vice-Principal, Secondary (new)	\$4,352-\$6,632	
	Vice-Principal, Elementary	\$2,852-\$5,132	(\$2,691-\$4,843)
	Consultant	\$2,463-\$4,318	(\$2,324-\$4,074)

Hours of Work:	Effective March 21, 1988, 40 minute uninterrupted paid lunch break (new).		
Health and Welfare:	<u>Dental</u> - Coverage is based on the 1983 (1981) ODA fee schedule. Effective January 1, 1988, the 1984 ODA fee schedule.		

HEALTH AND WELFARE SERVICES

Extendicare Health Services Inc., Beacon Hill Lodges of Canada Ltd., Diversicare Inc., and Versa-Care Ltd., various centres in Ontario - Various Locals, Service Employees International (AFL-CIO/CLC) (full-time, part-time and casual service employees): Several 36-month renewal agreements effective from January 1, 1988 to December 31, 1990, covering 3,000 employees, settled by arbitration. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	Increases	Each classification adjusted individually	2%-5.8%
	Housekeeping Aide	\$9.84-\$10.48 (\$9.46-\$10.08)	\$10.23-\$10.90
	R.N.A.	\$10.98-\$11.62 (\$10.41-\$11.03)	\$11.62-\$12.28
	Maintenance	\$11.74-\$12.38 (\$11.74-\$12.38)	\$11.99-\$12.63

Effective	<u>Jan. 1/90</u>
Increase	2.4%-5.4%
Housekeeping Aide	\$10.64-\$11.34
R.N.A.	\$12.25-\$12.94
Maintenance	\$12.29-\$12.93

Maximum rates are reached after 3,900 paid hours for full-time employees and part-time employees working more than 45 hours biweekly, and after 3,600 paid hours for part-time employees regularly scheduled to work 45 hours or less biweekly and for casual employees.

Lump Sum Payments (Maintenance): 50¢ per paid hour in 1988, payable July 1 and December 20, 1988, and 25¢ per paid hour in 1989, payable July 1 and December 20, 1989.

Overtime Pay: Paid for all hours worked over 7½ per shift or (previously, and) 75 biweekly.

Shift Premium: Effective March 1988, 0-26¢-26¢ (0-25¢-25¢) when required to rotate over 2 or more shifts. Effective January 1, 1989, 0-27¢-27¢. Effective January 1, 1990, 0-28¢-28¢.

Paid Vacation: Effective July 1, 1988, 5 weeks after 18 (20) years of service for full-time employees and after 32,400 (36,000) hours paid (worked) for part-time employees. Effective July 1, 1989, 4 weeks after 9 (10) years and 16,200 (18,000) hours paid.

Bereavement leave: 1 day's paid leave upon death of aunt or uncle (new).

Sick Leave: Employee with pregnancy-related illness is eligible for sick leave (new).

Health and Welfare: Life Insurance - Effective March 15, 1988, benefit is \$17,000 (\$15,000).

Semi-Private Hospitalization - Effective January 1, 1989, employer pays 100% of premium costs. (New at some locations and standardized where it existed previously.)

Dental - Where there is a maximum, the maximum claim is increased to \$2,000 per family member. Coverage is based on the 1987 (1986) ODA fee schedule. Effective in 1989 and 1990, the 1988 and 1989 ODA fee schedules respectively.

Continuation of Benefits - Employer continues to share premium costs for employees on paid leave of absence or WCB leave (new).

Pension Plan (new): Employer Contribution - Effective January 1, 1989, 2% of earnings to a money purchase plan. Effective January 1, 1990, 4%.

Uniform Allowance: Effective March 15, 1988, 5¢ (4.2¢) per hour. Effective January 1, 1989, 5.2¢.

MISCELLANEOUS SERVICES

Federated Building Maintenance Company Limited at First Canadian Place, Toronto - Local 51, Textile and Chemical Union (CCU)*: A 24-month renewal agreement effective from April 13, 1988 to April 12, 1990, covering 225 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

* Previously, Food and Service Workers (CCU).

Wages:	Effective	<u>Apr. 13/88</u>	<u>Apr. 13/89</u>
	General Increases	38¢	38¢
	Additional Adjustment	18¢ for Window Washer	
	Light Duty Cleaner	\$7.43 (\$7.05)	\$7.81
	Window Washer	\$8.93 (\$8.37)	\$9.11

Start Rate (new) - 75¢ below job rate, progressing to job rate after the 45 (60) calendar day probationary period.

Shift Premium (Garage Cleaner): 0-60¢-60¢. (Previously, 60¢ per hour worked on the night shift only.)

Snow Removal Premium: \$1 (60¢) per hour worked.

Sick Leave: Maximum accumulation is 12 days per year. (Previously, a maximum of 20 days.) Payable on the first (third) day of illness. Employee with a minimum of 1000 hours worked receives the equivalent of 60% of regular wages for unused sick leave (new).

LOCAL ADMINISTRATION

Halton Regional Board of Commissioners of Police at Oakville - Police Association (Ind.) (uniformed and civilian employees): Two 12-month renewal agreements effective from January 1, 1988 to December 31, 1988, covering 530 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	4%	1.5%
	<u>Annual Rates</u>		
	Constable	\$25,687.34	\$26,072.65
	Fourth Class	(\$24,699.37)	
	Constable	\$40,400.82	\$41,006.83
	First Class	(\$38,846.94)	
	Staff Sergeant	\$50,501.04	\$51,258.55
		(\$48,558.69)	

Payment in Lieu of Shift Premium: \$150 per year, pro-rated for less than a year. (Previously, 10¢ per hour worked between 4 p.m. and 12 midnight and 15¢ between 12 midnight and 8 a.m.)

Paid Vacation: 6 weeks after 23 (24) years of service.

Health and Welfare: LTD (new) - Effective October 1, 1988, benefit is 66 2/3% of salary following 17 weeks of disability to a maximum \$3,000 per month.

Dental - Coverage is based on the previous year's (1984) ODA fee schedule.

Clothing Allowance: \$800 (\$705) per year and \$3.10 (\$2.70) per day.

Mileage Allowance: Employee receives the Halton Regional rate for mileage to and from point of departure when recalled from vacation for court or other duty (new).

Eligible employee hired prior to 1974 will be reimbursed at the current rate for mileage in excess of 15 miles (new).

Employee receives payment at the Halton Regional rate for one minute per kilometre to and from point of departure when court attendance is required outside of Halton Regional Boundary (new).

Kingston City Corporation including Rideaucrest Home for the Aged - Local 109, Canadian Union of Public Employees (CLC) (inside and outside employees): A 36-month renewal agreement effective from January 1, 1988 to December 31, 1990, covering 489 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/88	Jan. 1/89	Jan. 1/90
General Increases		4.5%	*	**
Additional Adjustments		Certain reclassifications		

Rideaucrest Home

Maid \$10.29-\$10.78
(\$9.85-\$10.32)

R.N.A. \$11.24-\$12.77
(\$10.76-\$12.22)

Inside Employees

Group 4 \$10.59-\$11.55
(includes Typist 1) (\$10.13-\$11.05)

Group 13-9 \$16.23-\$18.92
(includes Planner 1) (\$15.53-\$18.11)

Outside Employees

Labourer \$12.45
(\$11.91)

Licensed Mechanic "A" \$14.56
(\$13.93)

Maximum rate for Maid is reached after 12 months, for Typist 1 and R.N.A. after 24 months and for Planner 1 after 48 months.

* Increase to equal the percentage increase in the CPI - 1981=100 from November 1987 to November 1988, with a minimum of 4% and capped at 8%.

** Increase to equal the percentage increase in the CPI from November 1988 to November 1989, with a minimum of 3% and capped at 8%, plus an additional .5%.

Shift Premium: 0-50¢-50¢ (0-45¢-45¢). Effective January 1, 1990, 0-55¢-55¢.

Dirty Work Premium: Effective January 1, 1989, 20¢ (15¢) per hour. Effective January 1, 1990, 25¢.

Overtime Pay: Employee may accumulate maximum 15 (10) days in lieu of overtime pay.

Call Back Pay (new): Employee commencing shift up to 1 hour late, will be paid for complete shift when less than 2 hours notice is given.

Paid Vacation: Effective January 1, 1989, 4 weeks after 8 (9) years of service and 6 weeks after 25 years. (Previously, 5 weeks plus 1 week on a one-time only basis after 25 years.)

- Bereavement Leave: 5 (3) days' paid leave upon death of parent.
- Sick Leave: Effective January 1, 1989, employee receives 1 to 17 weeks per year, depending on credited service, at full pay plus an additional 2 to 17 weeks at 66 2/3% pay. (Previously, 1½ days per month.)
- Sick Leave Retirement Gratuity: Effective December 31, 1988, employee's sick leave bank will be reduced by 50% and frozen to the equivalent of the Ontario Municipal Act maximum. Effective January 1, 1989, employee with 5 or more years of service may receive 50% of their sick leave pay-out over 3 or 4 years at the December 1987 rate of pay, or at the current rate of pay upon retirement. Employee with less than 5 years of service as of December 31, 1988, is eligible for pay-out entitlement as above, excluding retirement payout option, upon completion of 5 years of service. Employee whose sick leave bank was depleted through donation to others will be reimbursed (new). (Previously, employee with 5 years of service, either on LTD or at retirement, received 50% of sick leave pay-out at current salary rate to a maximum 180 days. Payment was made to beneficiary upon death.)
- Health and Welfare: LTD (new) - Effective January 1, 1989, employer pays 100% of premium costs. Benefit is 75% of regular salary after 6 months or exhaustion of sick leave entitlement.
- Vision (new) - Effective January 1, 1990, employer pays 100% of premium costs. Maximum claim is \$120 per employee and dependent every 2 years.
- Dental - Denture coverage is added with 50%-50% co-insurance. Coverage is based on the previous year's (1986) ODA fee schedule for the term of this agreement.
- Death Benefit - Employer pays \$5,000 from employee's life insurance benefit to beneficiary or estate. (Previously, 6 weeks' pay from date of death.)
- Continuation of Benefits - All medical benefit coverage continues for employee on LTD until retirement or death. Employer's pension contribution will be increased by the lesser of 4% or the CPI increase for the preceding year.
- Payment in Lieu of Fringe Benefits (Rideaucrest Home): Effective January 1, 1989, 13% (12%) for casual part-time employees.
- Safety Shoe Allowance: \$75 (\$70) per year.

Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 5,000 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	4%	1.25%
	3rd Class Constable	\$33,080 (\$31,808)	\$33,494
	1st Class Constable	\$41,350 (\$39,760)	\$41,867
	Staff Sergeant	\$51,171 (\$49,203)	\$51,810
Lump Sum Settlement Payment:	\$110 per employee.		
Plain Clothes Allowance:	\$800 (\$710) per year.		

Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.)
 (Unit A - clerical employees; Unit B - garage employees; Unit C - parking control officers, cadets and matrons): Three 12-month renewal agreements effective from January 1, 1988 to December 31, 1988, covering 1,646 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/88</u>
	General Increase	4.85%
	<u>Annual Rates</u>	
	<u>Unit A</u>	
	Class 4 (includes Clerk Typist)	\$21,467-\$25,505 (\$20,481-\$24,317)
	Class 6 (includes Senior Computer Operator)	\$26,254-\$29,579 (\$25,048-\$28,209)
	Class 10 (includes Intermediate Analyst Programmer)	\$35,444-\$40,925 (\$33,800-\$39,025)
	<u>Unit B</u>	
	Labourer	\$27,791 (\$26,497)
	Motor Vehicle Mechanic	\$36,102 (\$34,431)
	Supervisor, Telecom and Electronics	\$44,328 (\$42,282)

Jan. 1/88

Unit C

Police Cadet	\$23,448-\$27,624 (\$22,362-\$26,351)
--------------	--

Communications Operator	\$26,893-\$31,800 (\$25,641-\$30,339)
-------------------------	--

Senior Communications Operator	\$35,016 (\$33,387)
--------------------------------	------------------------

Maximum rates are reached after 3 years.

Note: Some salaries may be adjusted as the result of implementation of the job evaluation review.

Paid Vacation: 5 weeks after 16 (17) years of service.

Health and Welfare: Major Medical - \$75 per visit to psychologist to a maximum \$750 per year. (Previously, \$70 for the first visit and \$40 for each subsequent visit to a maximum \$600 per year.)

Vision - Maximum claim is \$125 (\$75) every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum annual claim is \$1,500 (\$1,000) per person.

Continuation of Benefits - Employer pays 100% of premium costs for Semi-Private Hospitalization and Dental for eligible early retirees from age 55 to age 65 (new). Employer pays 50% of premium costs for OHIP, Major Medical, Semi-Private Hospitalization and Dental for eligible employees on LTD. (Previously, employer paid premium costs for first 7 pay periods, and premium costs for OHIP and Major Medical thereafter).

Tool Allowance: Increased by 5%.

CONSTRUCTION

London Sewer, Watermain, Curb, Gutter and Sidewalk Contractors at OLRB Area 3 - Local 1059, Labourers (AFL-CIO): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 24 months.

Package: Effective Feb. 23/88 July 1/88

Increases:

Sewer and Watermain	65¢	90¢
---------------------	-----	-----

Curb, Gutter and Sidewalk	65¢	\$1.47
---------------------------	-----	--------

Effective	<u>Feb. 23/88</u>	<u>July 1/88</u>
-----------	-------------------	------------------

Sewer and Watermain

Inside Free Travel Zone

Labourer	\$15.55 (\$14.90)	\$16.45
Miner	\$16.15 (\$15.50)	\$17.05

Outside Free Travel Zone

Labourer	\$14.05 (\$13.40)	\$14.95
Miner	\$14.65 (\$14.00)	\$15.55

Concrete Paving, Curb,
Gutter and Sidewalk

Inside Free Travel Zone

Labourer	\$14.41 (\$13.76)	\$15.88
Form Builder	\$14.73 (\$14.08)	\$16.20

Outside Free Travel Zone

Labourer	\$12.91 (\$12.26)	\$14.38
Form Builder	\$13.23 (\$12.58)	\$14.70

Effective	<u>Jan. 1/89</u>	<u>July 1/89</u>
-----------	------------------	------------------

Increases:

Sewer and Watermain	55¢	55¢
Curb, Gutter and Sidewalk	\$1.12 for Labourer and \$1.27 for Form Builders	55¢

Sewer and Watermain

Inside Free Travel Zone

Labourer	\$17.00	\$17.55
Miner	\$17.60	\$18.15

Effective	<u>Jan. 1/89</u>	<u>July 1/89</u>
<u>Outside Free Travel Zone</u>		
Labourer	\$15.50	\$16.05
Miner	\$16.10	\$16.65
<u>Concrete Paving, Curb, Gutter and Sidewalk</u>		
<u>Inside Free Travel Zone</u>		
Labourer	\$17.00	\$17.55
Form Builder	\$17.47	\$18.02
<u>Outside Free Travel Zone</u>		
Labourer	\$15.50	\$16.05
Form Builder	\$15.97	\$16.52

Package rates shown include wages, holiday and vacation pay and employer contributions to welfare and pension funds.

Working Foreman Premium:	\$1 (60¢) per hour more than highest paid Labourer.
Snow Removal Premium:	\$1 (40¢) per hour.
Welfare Fund:	Effective July 1, 1988, employer contributes 60¢ (32¢) per hour worked.
Pension Fund:	Effective July 1, 1988, employer contributes 40¢ (30¢) per hour worked.
Room and Board Allowance:	\$50 (\$40) per day.
Mileage Allowance:	Effective January 1, 1989, 28¢ (27¢) per kilometre.

Addenda

December 1987 Settlement

TRANSPORTATION EQUIPMENT

Blackstone Industrial Products Ltd. at Stratford - Local 1132, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from March 24, 1988 to March 23, 1991, with wages retroactive to December 16, 1987, covering 425 employees, settled at the bargaining stage and ratified in December 1987. Duration of negotiations - 1 month.

Wages:	Effective	Dec. 16/87	Mar. 23/89	Mar. 23/90
General Increases		55¢	55¢	25¢
Skilled Trades Adjustments		5¢	5¢	
Group A (2) (includes Oil Cooler Assembler)		\$11.46 (\$10.91)	\$12.01	\$12.26
Group K (12) Electrician-Electronic		\$15.65 (\$15.05)	\$16.25	\$16.50

Start Rate - 85% of the job rate for the first 6 months, progressing to job rate after three 6-month increases for groups A to H (a) and after three 30-day increases for groups H (b) to K. (Previously, after three 15-day increases for groups 1 to 4 and after three 30-day increases for groups 5 to 12.)

Summer Employees (new) - Employee working from April 15 to September 15 receives 85% of appropriate classification.

COLA (new): 1¢ per 0.15 point increase in the CPI - 1981=100, using the January 1990 index as the base. Adjusted quarterly.

Shift Premium: 0-30¢-30¢ (0-28¢-28¢).

Paid Vacation: 4 weeks after 14 (15) years of service and 5 weeks after 23 (25) years.

Reporting Pay: Minimum 8 (4) hours' pay at straight time rate.

Call-Back Pay: 3 (2) hours' pay at time and one-half.

Health and Welfare: The following changes are effective January 1, 1988, unless stated otherwise.

Life Insurance and AD & D - Benefit is \$14,000 (\$13,000). Effective April 1, 1989 and 1990, \$15,000 and \$16,000 respectively.

Weekly Indemnity - Effective April 1, 1990, benefit is payable on a 1-1-1-4-39 (1-1-1-4-26) basis. First day out-patient benefit covers fees exceeding \$70 (\$50).

LTD - Benefit is \$1,000 (\$500) per month with CPP offsets. Effective April 1, 1989 and 1990, \$1,100 and \$1,200 respectively.

Semi-Private Hospitalization - Effective April 1, 1990, employer pays 100% of premium costs (new).

Dental - Coverage is based on the 1986 (1984) ODA fee schedule. Effective January 1, 1989, the 1987 ODA fee schedule. Employer pays 100% of the premium costs for endodontic and periodontic services (new). Effective January 1, 1990, the 1988 ODA fee schedule.

Vision - Maximum claim is \$115 (\$100) every 2 years. Effective April 1, 1989 and 1990, \$125 and \$135 respectively.

Continuation of Benefits - Benefit coverage excluding Weekly Indemnity and LTD continues until the end of the second (first) month following month of layoff, and for early retirement and supplemental early retirement recipients to age 65 (new).

Pension: Basic Benefit - \$13 (\$11.50) per month per year of service. Effective April 1, 1989 and 1990, \$14 and \$15 respectively.

Early Retirement (new) - Employee may retire with full pension at age 62. Effective April 1, 1989 and 1990, at ages 61 and 60 respectively.

Supplemental Early Retirement Benefit (new) - \$8.50 per month per year of service for employee aged 62. Effective April 1, 1989, benefit is \$9 for employee aged 61. Effective April 1, 1990, \$9.50 for employee aged 60.

Education Allowance: Maximum \$200 (\$100) per calendar year for tuition aid.

January 1988 Settlement

EDUCATION AND RELATED SERVICES

Durham Board of Education at Oshawa - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 1,775 employees, settled at the bargaining stage and ratified in January 1988. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/87	Feb. 1/88	Sept. 1/88
General Increases		4.9%	*	Wage Reopener
Additional Adjustments		Salary grid for Principal restructured	Certain adjustments to Principal grid	
Teacher-Category D 0-5 years		\$18,793-\$25,881 (\$17,915-\$24,672)	\$18,793-\$25,881	
Teacher-Category A1 0-11 years		\$24,463-\$40,632 (\$23,320-\$38,734)	\$24,520-\$40,770	
Teacher-Category A4 0-11 years		\$28,605-\$50,827 (\$27,269-\$48,453)	\$28,704-\$50,941	

Effective	<u>Sept. 1/87</u>	<u>Feb. 1/88</u>	<u>Sept. 1/88</u>
-----------	-------------------	------------------	-------------------

Principal

B School	\$56,175-\$56,751	\$56,175-\$56,751	
0-1 year	(\$53,500-\$54,100)		

A School	\$57,692-\$60,265	\$57,892-\$60,765	
0-3 years	(\$54,997-\$57,450)		

* Teacher grids adjusted to align salaries to within \$200 of secondary teacher grids.

Health and
Welfare:

Life Insurance - Maximum benefit is \$180,000 (\$160,000).

Dental - Coverage is based on the 1987 (1985) ODA fee schedule.

February 1988 Settlements

LEATHER

Brown Shoe Company of Canada Limited at Stirling - Local 175*, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 23, 1987** to October 26, 1989, covering 205 employees, settled at the conciliation officer stage and ratified in February 1988. Duration of negotiations - 6½ months.

* Previously Local 1979.

** Previous agreement was scheduled to expire October 24, 1987.

Wages:

Effective	<u>Oct. 23/87</u>	<u>Oct. 21/88</u>
General Increases*	4%	3%
Non-Incentive Employees	\$4.94-\$7.76 (\$4.75-\$7.46)	\$5.09-\$7.99
Incentive Employees (Optimum Rates)	\$5.14-\$6.62 (\$4.94-\$6.37)	\$5.29-\$6.82

* Effective February 16, 1988, start rates and after-probation minimum rates will exceed the Ontario minimum wage by 10¢ and 30¢ respectively. (Previously, \$4.37 and \$4.53 respectively.)

Maximum rates are reached on merit.

Bereavement
Leave:

1 day's paid leave upon death of grandchild (new).

Health and
Welfare:

Life Insurance - Benefit is \$8,000 for employees with 10 or more years of service and \$5,000 for all other employees. (Previously, \$6,000 for employees with 25 or more years of service, \$5,000 for 15 years and \$4,000 otherwise.)

Weekly Indemnity - Benefit is payable on a 1/1/6/15 (1/1/8/15) basis.

Pension Plan (new):	<u>Employer Contribution</u> - Effective January 1, 1989, 10¢ per hour worked to union fund, to a maximum 40 hours per week.
Safety Shoe Allowance (new):	\$40 per pair to a total 12 pairs for the bargaining unit over the term of the agreement.

METAL FABRICATING

Falconbridge Ltd., Indusmin Division, Fahramet at Orillia - Employees Association (Ind.): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 200 employees, settled at the bargaining stage and ratified in February 1988. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/88</u>
	General Increase	5%
	Labourer	\$10.56 (\$10.06)
	Electrician No. 1	\$13.83 (\$13.17)
Shift Premium:	0-40¢-50¢ (0-40¢-40¢).	
Bereavement Leave:	2 (1) days' paid leave upon death of brother/sister/son/daughter-in-law.	
Health and Welfare:	<u>Weekly Indemnity</u> - Benefit is \$339 (\$318).	
	<u>Dental</u> - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - \$19 (\$16) per month per year of service.	

MISCELLANEOUS MANUFACTURING

Woodbridge Foam Corporation at Woodbridge - Local 112, Canadian Auto Workers (CLC): A 36-month renewal agreement effective March 10, 1988 to March 9, 1991, covering 340 employees, settled at the bargaining stage and ratified in February 1988. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 15/88</u>	<u>Mar. 10/89</u>	<u>Mar. 10/90</u>
	General Increases	3.5%	3.5%	3%
	COLA Fold-in	77¢		
	Assembler	\$11.86 (\$10.69)	\$12.28	\$12.65
	Craftsman "AA"	\$16.91 (\$15.57)	\$17.50	\$18.03

Lump Sum Settlement Payment: Effective February 15, 1988, \$350 per regular employee.

COLA: 1¢ per 0.4 (0.5) point increase in the CPI -1971=100, using the November 1987 index as the base. Effective January 1989, 1¢ per 0.3 point increase in the CPI. Adjusted quarterly.

Shift Premium: 0-45¢-45¢ (0-35¢-43¢).

Change of Schedule Premium (new): Time and one-half for the first shift of new schedule when less than 2 days notice is given.

Paid Education Leave (new): Employer Contribution - 1¢ per compensated hour.

Health and Welfare: Life Insurance - Benefit is \$16,000 (\$14,000). Effective March 10, 1989 and 1990, \$18,000 and \$20,000 respectively.

Weekly Indemnity - Payable for a maximum of 52 (26) weeks with UIC carve-out (new).

Major Medical - 35¢ deductible per drug prescription (new).

Dental - Coverage is based on the 1987 (1986) ODA fee schedule. Effective March 10, 1989, the 1988 ODA fee schedule. Coverage is extended to include caps and bridges with 50%-50% co-insurance and a maximum claim of \$2,000 per year (new). Effective March 10, 1990, the 1989 ODA fee schedule. Orthodontic services added with 50%-50% co-insurance and a maximum lifetime claim of \$1,500 (new).

Job Evaluation Fund (new): Employer Contribution - Effective March 10, 1989, 2¢ per hour for classification adjustments identified by the union.

Pension Plan: Basic Benefit - Effective March 10, 1990, \$16 (\$10) per month per year of service.

Safety Shoe Allowance: \$60 (\$50) per year for first pair and \$45 (\$35) for the second.

Tool Allowance: \$200 (\$100) per year.

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
APRIL 1988

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1988 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below.

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

Contents

	Page
Highlights	i
Index to Settlements Reported	92
April 1988 Settlements	
Mines	95
Rubber and Plastics Products	97
Clothing	98
Furniture and Fixture	99
Paper and Allied	99
Primary Metal	101
Metal Fabricating	103
Machinery	104
Transportation Equipment	106
Electrical Products	106
Non-Metallic Mineral Products	107
Electric Power, Gas and Water Utilities	108
Education and Related Services	109
Health and Welfare Services	111
Amusement and Recreation Services	112
Services to Business Management	113
Provincial Administration	113
Local Administration	114
Construction	118
Addenda	
December 1987 Settlement	120
January 1988 Settlements	120
February 1988 Settlements	122
March 1988 Settlements	124

Highlights

Community Colleges

After one year of negotiations, the academic staff at community colleges around the province ratified a two-year agreement that resolved all the outstanding items in dispute except for three issues that were referred to arbitration. The new agreement covers 8,700 employees represented by the Ontario Public Service Employees Union.

Salaries were increased by 4.3% retroactive to September 1, 1987 and by a further 4.5% on September 1, 1988, and salaries for Librarians were referred to arbitration. Vacation entitlement for Counsellors was upgraded to 2 months after one year of service to match the current provision for teaching staff, while vacation entitlement for Librarians was also referred to arbitration. The third matter to be settled by arbitration concerns the workload for teachers in skills, trades and upgrading programs.

The benefit package was improved with the introduction of a hearing benefit, a vision care plan, and orthodontic coverage in the dental plan.

Machinery

J. I. Case Company, the agricultural implement manufacturer that was previously International Harvester Canada, and its 1,100 production and office employees negotiated a settlement that was ratified within days of the expiry of the previous contracts. Under the terms of the new 3-year agreements, there will be no negotiated increases in wages other than the incorporation of a total of \$1.40 of previous COLA into rates. The COLA formula will continue unchanged at 1¢ per 0.26 point increase in the 1971 CPI throughout the term of the new agreements; however, as in the previous contracts, COLA money will be diverted to fund improvements in the pension plan. In each year of the agreements, both the basic pension benefit and the "30-and-out" early retirement benefit were increased.

The other machinery manufacturer to reach a settlement in April was Timberjack Inc. at Woodstock. The 3-year renewal agreement covers 251 production employees represented by the new GMP union, which arose from the merger of the Molders with the Glass, Pottery and Plastic Workers. Wage rates were increased by 60¢, 55¢ and 45¢ in each contract year respectively. In addition, the 10¢ differential between the start rate and the job rate for each Labour Grade was eliminated. As well as a number of improvements in health and welfare benefits, the new terms included the employee's anniversary date as a new paid holiday and a sixth week of vacation for long service employees.

Police

The Ontario Provincial Police reached a negotiated settlement for their 1988 contract which provided two salary increases. The 4,254 employees received 4% retroactive to January 1 and 1.373% on July 1, for a total of 5.4% increase in rates. The Windsor police force also reached a 12-month renewal agreement in April that provided 5.4% in one increase effective January 1, 1988.

Index to Settlements Reported, April 1988

Employer and Location	Union	Page
Abitibi-Price Inc., Hilroy Div., Toronto	Cdn. Paperworkers (CLC)	100
Burlington Die Castings Co. Ltd.	Cdn. Auto Workers (CLC)	102
Canadian Advertising Institute and Canadian Advertisers Assn., National Commercial Agreement	Canadian TV and Radio Artists (CLC) (freelance empls.)	113
Canadian Airlines Intl., Ltd., system- wide	Transportation-Communications (AFL- CIO/CLC) (full-time and reduced- time agents, schedulers, passenger service representatives and teletypists)	120
Canadian Independent Commercial Producers Assn., Toronto	Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC)	112
Carleton Board of Education, Nepean	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	109
Cobi Foods Inc., Bloomfield Div., Bloomfield	Food and Commercial Workers (AFL- CIO/CLC)	122
Council of Printing Industries of Canada, Toronto, Ont. and Montreal, Que.	Graphic Communications Union (AFL- CIO/CLC) (lithographic and web press empls.)	124
Crane Canada Inc., Brantford	United Steelworkers (AFL-CIO/CLC)	103
Dofasco Inc., Adams Mine, Kirkland Lake and Sherman Mine, Temagami	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls. at both mines and office, clerical and technical empls., Adams Mine)	95
Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Div., Goderich	Energy and Chemical Workers (CLC)	96
Domtar Inc., Domtar Construction Materials/Gypsum Products, Caledonia	United Steelworkers (AFL-CIO/CLC)	107
Etobicoke City Corp.	Intl. Fire Fighters (AFL-CIO/CLC)	114
Gabriel of Canada Ltd., Toronto and Mississauga	Machinists (AFL-CIO/CLC)	125
Gates Canada Inc., Brantford	Rubber Workers (AFL-CIO/CLC)	97
Geiger International, Toronto	Carpenters (AFL-CIO)	99

Index to Settlements Reported, April 1988

Employer and Location	Union	Page
Halton Regional Municipality, Halton Centennial Manor, Milton	Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time service empls.)	123
Hamilton Street Railway Co. and Canada Coach Lines Ltd., Hamilton	Transit Union (AFL-CIO/CLC) (hourly rated and salaried empls.)	126
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	98
Lake Ontario Steel Co., Whitby	United Steelworkers (AFL-CIO/CLC)	101
Lanark County Corp., Fairview Manor, Almonte and Lanark Lodge, Perth	CUPE (CLC) (full-time and part-time service empls.)	122
London City Corp.	Ont. Fire Fighters (Ind.)	114
London City Public Utilities Commission	CUPE (CLC)	108
Mack Canada Inc., Oakville Assembly Plant	Machinists (AFL-CIO/CLC)	106
Marriott Corp., Marriott In-Flight Services of Canada Ltd. Div., Marriott Chateau Flight Kitchens (Toronto), Pearson International Airport	Hotel Empls. (AFL-CIO/CLC)	128
National Capital Road Builders Assn., Ottawa	Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO) and Teamsters (Ind.)	118
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	Internes and Residents Assn. (Ind.)	120
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. (NUPGE) (CLC) (full-time academic staff, counsellors and librarians, and partial load instructors)	110
Ontario Government, province-wide	Ont. Provincial Police (Ind.) (police officers)	113
Ottawa-Carleton Regional Municipality	CUPE (CLC) (full-time, part-time and temporary inside and outside empls.)	129
PCL Packaging Ltd., Oakville	Energy and Chemical Workers (CLC)	99

Index to Settlements Reported, April 1988

Employer and Location	Union	Page
Prescott-Russell County Roman Catholic Separate School Board, L'Orignal	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	110
Tenneco Canada Inc., J. I. Case Co. Div., Hamilton	United Steelworkers (AFL-CIO/CLC)(production and office empls.)	104
Timberjack Inc., Manufacturing Facility, Woodstock	Glass, Molders and Allied Workers (AFL-CIO/CLC)	104
Treasury Board of Canada	Professional Institute (Ind.) (meteorology group, full-time and part-time empls.)	129
Union Carbide Canada Ltd., Carbon Products, Welland	Electrical Workers (UE) (CLC)	106
University Hospital, London	Service Employees Intl (AFL-CIO/CLC) (full-time and part-time service empls.)	111
Waterloo County Board of Education, Kitchener	Educational Support Staff Assn. (Ind.)	127
Windsor City Board of Commissioners of Police	Police Assn. (Ind.) (Unit A)	115
Windsor City Corp.	CUPE (CLC) (inside empls.)	116
Windsor City Corp.	Ont. Fire Fighters (Ind.)	116
York City Corp., Works Dept. and Parks and Recreation Dept.	CUPE (CLC) (outside empls.)	117

MINES

Dofasco Inc., Adams Mine at Kirkland Lake and Sherman Mine at Temagami, Cliffs of Canada Limited, Manager - Locals 6409 and 6896, United Steelworkers (AFL-CIO/CLC) (production and maintenance employees at both mines and office, clerical and technical employees at Adams Mine): Three 25-month renewal agreements effective from March 1, 1988 to April 18, 1990 for the Adams Mine and April 25, 1990 for the Sherman Mine, covering 619 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/88</u>	<u>Feb. 1/89</u>
	General Increase	40¢	
	COLA Fold-in	11¢	Maximum 30¢
	Job Class 2 (includes Labourer)	\$13.77 (\$13.26)	\$14.07
	Job Class 18 (includes Industrial Electrician)	\$16.73 (\$16.22)	\$17.03
	<u>Office Employees</u> <u>Weekly Rates</u>		
	Job Class 2 (includes Clerk Typist)	\$568.36 (\$547.96)	\$580.36
	Job Class 11 (includes Mining Engineer)	\$708.76 (\$688.36)	\$720.76
	Effective	<u>Mar. 1/89</u>	<u>Feb. 1/90</u>
	General Increase	7¢	
	COLA Fold-in		Maximum 30¢
	Job Class 2	\$14.14	\$14.44
	Job Class 18	\$17.10	\$17.40
	<u>Office Employees</u>		
	Job Class 2	\$583.16	\$595.16
	Job Class 11	\$723.56	\$735.56

COLA: Advances of 25¢ on March 1, 1988 and 1989 respectively. 1¢ per 0.3 point change in the CPI - 1971=100, using the January 1988 index as the base. Adjusted quarterly. (Basic formula is unchanged. Formula did not trigger.)

Gain Sharing Plan: Effective January 1, 1988, minimum 22¢ per hour worked to a maximum 45¢, based on any 10% reduction in employer's overall operating costs. Effective January 1, 1989, based on any 15% reduction. (Previously, 50% of employment costs savings generated beyond \$2.06 per hour, based on number of hours worked in 1984.)

Health and Welfare: Semi-Private Hospitalization - (Previously, private room coverage.)

Dental - Coverage is based on the 1988 (1985) ODA fee schedule.

Pension Plan: Basic Benefit - \$21 (\$17) per month per year of service.

Bridging Benefit (new) - \$19 per month per year of service for employee aged 60 with 20 years of service.

Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Division at Goderich - Local 16, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from April 1, 1988 to March 31, 1990, covering 273 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Apr. 1/88	Apr. 1/89
	General Increases	4.5%	4.5%
	Labourer	\$15.15 (\$14.50)	\$16.20
	Maintenance Group I	\$17.51 (\$16.76)	\$18.30

Shift Premium: 0-37¢-55¢ (0-35¢-52¢). Effective April 1, 1989, 0-39¢-58¢.

Saturday Premium: \$2.25 (\$2) per hour. Effective April 1, 1989, \$2.50.

Underground Premium: 42¢ (40¢) per hour. Effective April 1, 1989, 44¢.

Health and Welfare: Life Insurance and AD & D - Benefit is one times annual salary rounded to the nearest \$100. (Previously, life insurance, \$29,000; AD & D, \$16,000.) Effective April 1, 1989, 1½ times salary.

Major Medical - Maximum benefit is \$25,000 (\$10,000) per year, with 50%-50% co-insurance for services relating to mental and nervous disorders (new).

LTD - Effective April 1, 1989, employer pays 100% (75%) of premium costs. Maximum monthly benefit is \$1,800 (\$1,500).

Dental - Orthodontic services are added with 50%-50% co-insurance, and a maximum lifetime benefit of \$1,000 (new).

Continuation of Benefits - Employer continues to share premium costs for Life Insurance, AD & D, Major Medical, OHIP and Semi-Private Hospitalization for up to 30 days after employee is laid off (new). Employer pays 50% of the premium costs for OHIP and Major Medical for early retirees to age 65 (new).

Coverall Allowance (new): \$6.50 per pay period for employees in the maintenance department, excluding hoistmen.

Meal Allowance: \$6 (\$4) after 2 hours of overtime and \$4 (\$1.25) for transportation of meal by taxi. Effective April 1, 1989, \$7 after 2 hours of overtime.

Safety Shoe Allowance: \$55 (\$45) per calendar year.

RUBBER AND PLASTICS PRODUCTS

Gates Canada Inc., at Brantford - Local 733, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 28, 1988 to April 27, 1991, covering 485 employees, settled with mediation assistance. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 28/88</u>	<u>Apr. 28/89</u>	<u>Apr. 28/90</u>
	General Increases	30¢	25¢	29¢
	Skilled Trades Adjustments	10¢	10¢	5¢
	Equity Adjustments	10¢ for Curved Hose Vulcaniser, 16.5¢ for Janitor		

Non-Incentive Rates

Belt Utility	\$7.9123 (\$7.5123)	\$8.2623	\$8.652
2nd Class Stationary Engineer	\$10.958 (\$10.558)	\$11.308	\$11.648

COLA Provision: Formula inactive as previously. \$3.76 COLA was accumulated under previous agreements; 24¢ diverted to dental plan and \$3.52 continues to float. 10¢ to be added to the float in each contract year. Final float will be reduced by any premium cost adjustments for dental plan.

Shift Premium: 0-23¢-26¢ (0-19¢-22¢). Effective April 28, 1989, 0-26¢-29¢. Effective April 28, 1990, 0-29¢-32¢.

Health and Welfare: Life Insurance and AD & D - Benefit is \$16,000 (\$15,500). Effective April 28, 1989 and 1990, \$16,500 and \$17,000 respectively.

Weekly Indemnity - Benefit is \$307 (\$297). Effective April 28, 1989 and 1990, \$315 and \$320 respectively.

Vision - Maximum claim is \$110 (\$100). Effective April 28, 1989, \$115.

Dental - Coverage is based on the 1987 (1984) ODA fee schedule. Funded 100% through COLA diversion.

Pension Plan: Basic Benefit - \$18 (\$17.50) per month per year of service. Effective April 28, 1989 and 1990, \$19 and \$19.50 respectively.

Supplemental Benefit - \$12 (\$10) per month per year of service to maximum 25 years.

Safety Shoe Allowance: \$50 (\$40) per year.

CLOTHING

John Rennie Limited at Guelph - Local 740, Clothing and Textile Workers (AFL-CIO/CLC):
A 24-month renewal agreement effective from April 1, 1988* to March 31, 1990, covering 230 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 1½ months.

* Previous agreement expired December 31, 1987.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	Increases		
	Hourly	Average 5.5%	Average 5.5%
	Incentive	23¢ to Base Rate	23¢ to Base Rate
	Additional Adjustments	Restructuring of wage grids	

Hourly Rates

Service Employee	\$5.37-\$6.17 (\$5.08-\$5.85)	\$5.46-\$6.51
Marker - Experienced	\$5.60-\$9.56 (\$6.77-\$9.06)	\$5.66-\$10.09

Start Rate - \$5.11 (\$4).

Maximum rate for Service Employee is reached after 12 (15) months and for Marker-Experienced after 27 months.

Lump Sum Settlement Payment: Effective April 8, 1988, \$25 per employee.

Paid Vacation: 6 weeks after 31 years of service and 7 weeks after 35 years (new). Effective January 1, 1989, 4 weeks after 11 (13) years, 5 weeks after 20 (22) years and 6 weeks after 30 years.

Pay for Work on Paid Holidays: Double-time (time and one-half).

Bereavement Leave: 3 days' paid leave upon death of grandparent-in-law and step-child (new). 3 (1) days for grandchild and 4 days when death occurs outside of the province (new).

Permanent Transfer: Incentive employee receives their average (minimum) rate for 15 (20) days.

Health and Welfare: Major Medical - Employer pays 90% (75%) of premium costs. Effective January 1, 1989, 100%.

Pension Plan (new): Employer Contribution - Effective January 1, 1989, 1/2% of all earnings less vacation and holiday pay.

FURNITURE AND FIXTURE

Geiger International, previously iil Limited at Toronto - Local 2679, Carpenters (AFL-CIO): A 24-month renewal agreement effective from December 19, 1987 to December 19, 1989, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 19/87</u>	<u>Dec. 19/88</u>
	General Increases	5.2%	4.8%
	Labour Grade 5 (General Help-Metal)	\$7.36 (\$7.00)	\$7.71
	Labour Grade I (includes Maintenance Mechanic A)	\$13.68 (\$13.00)	\$14.33

Shift Premium: 0-50¢-50¢ (0-35¢-35¢).

Pension Plan (new): Employer Contribution - Effective December 19, 1988, 10¢ per hour worked.

Safety Shoe Allowance: \$40 (\$30) per year.

PAPER AND ALLIED

PCL Packaging Limited at Oakville - Local 593, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	General Increases	4.5%	4%
	Utility/Maintenance	\$8.04-\$8.35 (\$7.69-\$7.99)	\$8.36-\$8.68
	Mech/Electrician	\$14.70-\$14.98 (\$14.07-\$14.33)	\$15.29-\$15.57

Maximum rates are reached after 6 months.

Shift Premium: Effective April 13, 1988, 0-35¢-45¢ (0-30¢-40¢).

Continental Night Shift - Effective April 13, 1988, 50¢ (45¢) per hour worked between 8 p.m. and 8 a.m. except 90¢ (75¢) on Saturday nights. Effective January 1, 1989, \$1 per hour worked on Saturday nights.

Paid Vacation: Effective January 1, 1989, 5 weeks after 20 years of service (new).

Health and Welfare: Weekly Indemnity - Maximum benefit is \$339 (\$255).

Vision (new) - Effective May 1, 1988, employer pays 100% of premium costs.

Dental - Coverage is based on the 1988 (1985) and 1989 ODA fee schedules during each contract year respectively.

Safety Shoe Allowance: \$50 (\$40) per year. Effective January 1, 1989, \$60.

Abitibi-Price Inc., Hilroy Division at Toronto - Local 1144, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from January 1, 1988 to December 31, 1990, covering 240 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	4%	1%
	General Help	\$9.84-\$11.54 (\$9.46-\$11.10)	\$9.94-\$11.66
	Electrician- Electronics	\$17.42 (\$16.75)	\$17.59
	Effective	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>
	General Increases	4%	4%
	General Help	\$10.34-\$12.13	\$10.75-\$12.62
	Electrician- Electronics	\$18.29	\$19.02

Maximum rate for General Help is reached after 12 months.

Summer Student Rate - \$7.50 (\$7.00) per hour.

The following changes are effective April 9, 1988, unless stated otherwise.

Shift Premium: 0-40¢-45¢ (0-35¢-40¢). Effective January 1, 1989, 0-40¢-50¢. Effective January 1, 1990, 0-45¢-55¢.

Bereavement Leave: 2 days' paid leave upon death of grandparent and grandchild (new).

Health and Welfare: Life Insurance - Benefit is \$19,000 (\$18,000). Effective January 1, 1989, \$21,000.

AD & D - Benefit is \$38,000 (\$36,000). Effective January 1, 1989, \$42,000.

Life Insurance for Retirees (new) - Employer pays 100% of premium costs. Benefit is \$1,000. Effective January 1, 1989, \$1,500.

Weekly Indemnity - Benefit is \$350 (\$315). Effective January 1, 1989, \$360. Effective January 1, 1990, \$370 and benefit is payable for 15 (26) weeks, followed by LTD.

LTD (new) - Effective January 1, 1990, employer pays 100% of premium costs. Benefit is 55% of regular wages to a maximum \$1,600 per month, payable for a period equal to the employee's length of service to a maximum 5 years.

Dental - Maximum annual benefit for orthodontic services is \$750 (\$500). Effective January 1, 1989, \$1,000. Coverage is based on the 1986 (1985), 1987 and 1988 ODA fee schedules in each contract year respectively.

Meal Allowance: \$4.50 (\$4.25). Effective January 1, 1989 and 1990, \$5.25 and \$5.50 respectively.

Safety Shoe Allowance: Employer reimburses 50% of cost for up to 2 pairs per year for maintenance and warehouse employees (new), and 1 pair for other employees (unchanged).

Severance Pay: 1 week's pay per year of service to a maximum 26 weeks' pay for employee laid off due to automation (new).

PRIMARY METAL

Lake Ontario Steel Company at Whitby - Local 6571, United Steelworkers (AFL-CIO/CLC):
A 36-month renewal agreement effective from February 28, 1988 to February 27, 1991, covering 830 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 28/88</u>	<u>Feb. 28/89</u>	<u>Feb. 28/90</u>
COLA Fold-in		45¢		
General Increases		50¢	25¢	25¢
Job Class I (includes Labourer)	\$15.275 (\$14.325)		\$15.525	\$15.775
Job Class 18 (includes Electrician)	\$18.624 (\$17.674)		\$18.874	\$19.124

Previous rates reflect 84.4¢ COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using the February 1988 index as the base. Adjusted quarterly and folded in annually. (Basic formula is unchanged.)

Paid Vacation: 6 weeks after 20 (22) years of service and 7 weeks after 28 years (new).

Special Vacation (new) - Employee aged 64-65 receives 4 additional weeks of paid vacation to be taken immediately prior to retirement.

Health and Welfare: Life Insurance and AD & D - Benefit is \$45,000 (\$35,000).

Weekly Indemnity - Benefit is \$385 (\$330). Effective February 28, 1989, \$395. Effective February 28, 1990, \$410. Benefit is payable from first day for out-patient surgery.

LTD - Benefit is \$760 (\$725) per month. Effective February 28, 1989, \$795. Effective February 28, 1990, \$835.

Vision - Maximum claim is \$125 (\$75) every 2 years. Effective February 28, 1990, \$150.

Hearing - Maximum claim is \$350 (\$230) every 2 years. Effective February 28, 1990, \$400.

Dental - Coverage continues to be based on the current year's ODA fee schedule. 75%-25% (50%-50%) co-insurance for denture coverage.

Pension Plan: Basic Benefit - \$24 (\$21) per month per year of service. Effective February 28, 1989, \$26. Effective February 28, 1990, \$28.

Special Benefit (new) - \$28 per month per year of service for early or regular retirements effective from February 28, 1988 to February 28, 1990.

Current Retirees - Benefits are increased by \$40 per month.

Vesting - After 2 years of continuous service.

Lay-Off Pay: 3 weeks pay per year of service to a maximum of 39 weeks for employee with 2 (3) years of service displaced due to technological change.

Paid Union Education Fund: Employer Contribution - \$8,000 (\$7,500). Effective February 28, 1989, \$9,000. Effective February 28, 1990, \$10,000.

Burlington Die Castings Company Limited - Local 525, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from March 17, 1988 to March 16, 1991, covering 245 employees, settled during a work stoppage. Duration of negotiations - 3½ months.

Wages:	Effective	Mar. 17/88	Mar. 17/89	Mar. 17/90
General Increases		25¢	20¢	20¢
COLA Fold-in		35¢	35¢	35¢
Skilled Trades Adjustments		50¢	25¢	
Semi-Skilled Trades Adjustments		35¢	15¢	
Material Handler		\$10.01 (\$9.41)	\$10.56	\$11.11
Toolroom Machinist 1		\$14.03-\$14.51 (\$12.93-\$13.41)	\$14.83-\$15.31	\$15.38-\$15.86

Maximum rate for Toolroom Machinist 1 is reached after 180 days worked.

COLA: 10¢ COLA advance is added to the \$1.19 float from the previous agreement. A total of \$1.05 is folded in on the dates shown above, leaving a float of 24¢.

1¢ per full 0.4 point change in the CPI - 1971=100, using the March 1988 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 40¢ (30¢) per hour worked between 11 p.m. and 7 a.m.

Health and Welfare: Life Insurance and AD & D - Benefit is \$18,000 (\$17,000). Effective March 17, 1989 and 1990, \$19,000 and \$20,000 respectively.

Drugs - 50¢ deductible per prescription. (Previously, no deductible.)

Dental - Coverage is based on the 1987 (1986), 1988 and 1989 ODA fee schedules in each contract year respectively.

Pension Plan: Basic Benefit - \$13 (\$12) per month per year of service. Effective March 17, 1989 and 1990, \$13.50 and \$14 respectively.

METAL FABRICATING

Crane Canada Inc. at Brantford - Local 7480, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1988 to March 31, 1990, covering 226 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Apr. 1/88	Oct. 1/88
	General Increases	30¢	20¢
	Additional Adjustment	15¢ for Set-Up Man Class A	
	Assembler	\$9.13 (\$8.83)	\$9.33
	Electrician Electronics	\$13.33 (\$13.04)	\$13.53
	Effective	Apr. 1/89	Oct. 1/89
	General Increases	3%	2% non-compounded
	Assembler	\$9.61	\$9.80
	Electrician Electronics	\$13.94	\$14.21

Health and Welfare: United Steelworkers Health and Welfare Fund - Employer contributes 87¢ (83¢) per hour worked. Effective April 1, 1989, 92¢.

Pension Plan: Basic Benefit - \$12 (\$10) per month per year of service. Effective April 1, 1989, \$14.

MACHINERY

Tenneco Canada Inc., J. I. Case Company Division at Hamilton - Locals 2868 and 4592, United Steelworkers (AFL-CIO/CLC)(production and office employees): Two 36-month renewal agreements effective from April 23, 1988 to April 22, 1991, covering 1,100 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 23/88</u>	<u>Apr. 23/89</u>
	COLA Fold-in	70¢	70¢
	Grade 304 (Labourer)	\$13.46 (\$12.76)	\$14.16
	Grade 315A (Die Sinker)	\$16.07 (\$15.37)	\$16.77

COLA: \$1.49 COLA was generated under previous agreements. A total of \$1.40 is folded into wages on the dates shown above, leaving 9¢ to float.

1¢ per 0.26 point increase in the CPI - 1971=100, using the average index for March, April and May 1988 as the base, rounded to the nearest 0.05. Adjusted quarterly. (Basic formula is unchanged.) A total of 54¢ to be diverted to the pension plan over the term of the agreement.

Health and Life Insurance - Benefit is \$35,000 (\$30,000).

Welfare:

AD & D - Benefit is \$17,500 (\$15,000).

Weekly Indemnity - Maximum wage-related benefit is \$330 (\$325). Effective April 23, 1989, \$340. Effective April 23, 1990, \$350.

LTD - Maximum wage-related benefit is \$1,230 (\$1,200) per month. Effective April 23, 1989, \$1,280. Effective April 23, 1990, \$1,325.

Hearing, Vision and Dental - Benefits are increased by 5% in each of the first two years of the agreement.

Pension Plan: Basic Benefit - For retirements effective July 1, 1988, \$20 (\$18.15-\$18.90 depending on wage level) per month per year of service. Effective July 1, 1989, \$22. Effective July 1, 1990, \$24.

Early Retirement "30-and-out" - Effective July 1, 1988, benefit is \$1175 (\$1055) per month. Effective July 1, 1989 and 1990, \$1270 and \$1350 respectively.

Timberjack Inc., Manufacturing Facility at Woodstock - Local 246, Glass, Molders and Allied Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1988 to March 31, 1991, covering 251 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>	<u>Apr. 1/90</u>
	General Increases	60¢	55¢	45¢

Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>	<u>Apr. 1/90</u>
Additional Adjustment	Start Rate and 3-month rate eliminated		
Grade 2 (includes Labourer)	\$13.42 (\$12.72-\$12.82)	\$13.97	\$14.42
Grade 11 (includes Electrician)	\$14.77 (\$14.07-\$14.17)	\$15.32	\$15.77

Previously, maximum rates were reached after 6 months.

- Shift Premium: 40¢ (35¢) per hour worked on an off-shift. Effective April 1, 1989, 45¢. Effective April 1, 1990, 50¢.
- Paid Holidays: Effective April 1, 1990, employee's anniversary date is added for a total of 16 (15) days.
- Paid Vacation: 6 weeks after 25 years of service (new).
- Bereavement Leave: 40 hours at regular rate (up to 3 full shifts) upon death of spouse, child and legal stepchild. Up to 3 full shifts upon death of grandchild (new).
- Health and Welfare: Life Insurance and AD & D - Benefit is \$25,000 (\$20,000).
Life Insurance for Retirees - Benefit is \$5,000 (\$4,000).
Life Insurance for Dependents (new) - Benefit is \$5,000.
- Weekly Indemnity - Benefit is equal to the UIC maximum benefit plus \$20 (previously, UIC maximum). Payable on first day for eligible out-patient surgery (currently payable on a 1/1/4/26 basis).
- LTD - Benefit is \$275 (\$250) per week, with no offset for CPP (previously offset). Effective April 1, 1989, \$300. Effective April 1, 1990, \$325.
- Dental - Coverage is based on the 1987 (1986), 1988, and 1989 ODA fee schedules in each contract year respectively. Effective April 1, 1989, employer pays 100% of premium costs for denture and bridge work coverage, with 50%-50% co-insurance (new).
- Continuation of Benefits - Employer continues Life Insurance, OHIP, Semi-Private Hospitalization and Drug coverage for early retiree to age 65 (new).
- Pension Plan: Basic Benefit - \$25 (\$21.50) per month per year of service to a maximum 35 (30) years of service. Effective April 1, 1989, \$28. Effective April 1, 1990, \$30.
- Disability Benefit - Employee with 10 years of service is eligible at age 45 (55). No offsets for CPP and WCB (previously WCB offset).
- Medical Certificates: Employer pays cost of work-related medical certificates (new).

Safety Shoe Allowance: Effective April 1, 1988, \$60 per year for painters and \$50 for all other employees. (Previously, employer paid 50% of cost to maximum \$60 for painters and \$50 for all other employees.)
Effective April 1, 1989, \$65 and \$55 respectively. Effective April 1, 1990, \$70 and \$60 respectively.

First Aid Premium: 30¢ (25¢) per hour to designated employees holding a St. John's Ambulance Brigade certificate.

TRANSPORTATION EQUIPMENT

Mack Canada Inc., Oakville Assembly Plant - Lodge 2281, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from August 27, 1988 to August 25, 1991, covering 514 employees, settled at the bargaining stage. Duration of negotiations - 3 days.

Wages:	Effective	<u>Apr. 27/88</u>	<u>Aug. 29/89</u>	<u>Aug. 27/90</u>
General Increases		40¢	25¢	25¢
COLA Fold-in		67¢		
Tool Crib Attendant		\$16.12 (\$15.05)	\$16.37	\$16.62
Maintenance Electrician		\$17.19 (\$16.12)	\$17.44	\$17.69

COLA: 77.7¢ COLA was generated under previous agreements. 67¢ is folded into wages April 27, 1988 and 10.7¢ continues to float.

1¢ per 0.36 change in the CPI - 1971=100, using the July 1988 index as the base. Adjusted quarterly. Three diversions to the pension plan in August 1988, 1989 and 1990 of 10¢ each. (Basic formula is unchanged.)

Paid Vacation: 4½ weeks at 11.5% after 18 years and 6 weeks at 12.5% after 25 years (new).

Health and Welfare: Life Insurance for Retirees - Benefit is \$2000 (\$1,500).

Vision - Maximum claim is \$120 every 2 years (previously \$150 every 3 years.)

Pension Plan: Employer Contribution - Effective in August 1988, 90¢ (80¢) per hour worked to a maximum of \$36 (\$32) per week. Effective August 1989, \$1 and \$40 respectively. Effective August 1990, \$1.10 and \$44 respectively.

Quality Bonus Plan (new): Wages to be increased 5¢ an hour for the previous 3 months when a "Good" rating is received on a corporate quality audit, and 10¢ for an "Excellent" rating.

ELECTRICAL PRODUCTS

Union Carbide Canada Limited, Carbon Products at Welland - Local 523, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from April 1, 1988 to March 31, 1990, covering 420 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	General Increases	*	44¢
	Yard Labourer	\$14.64 (\$14.64)	\$15.08
	Lift Truck Operator	\$15.16 (\$15.16)	\$15.60
	Electrician A	\$18.25 (\$18.25)	\$18.69
*Lump Sum Payments:	Effective April 1, 1988 and 1989, \$1,000 and \$100 respectively.		
Shift Premium:	0-40¢-45¢ (0-35¢-40¢).		
Bereavement Leave:	Effective April 1, 1989, 5 (3) days' paid leave upon death of spouse or child.		
Health and Welfare:	<u>Weekly Indemnity</u> - Benefit is \$360 (\$330). Effective April 1, 1989, \$400.		
	<u>Dental</u> - Coverage is based on the 1987 (1984) ODA fee schedule.		

NON-METALLIC MINERAL PRODUCTS

Domtar Inc., Domtar Construction Materials/Gypsum Products at Caledonia - Local 14994, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1988 to March 31, 1991, covering 285 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Aug. 1/88</u>	<u>Dec. 1/88</u>
	General Increases	40¢	10¢	10¢
	Job Class 2 (includes Yard Labourer)	\$12.74 (\$12.34)	\$12.84	\$12.94
	Job Class 18 (includes General Repair Mechanic)	\$14.81 (\$14.41)	\$14.91	\$15.01
	Effective	<u>Apr. 1/89</u>	<u>Aug. 1/89</u>	<u>Dec. 1/89</u>
	General Increases	40¢	10¢	10¢
	Job Class 2	\$13.34	\$13.44	\$13.54
	Job Class 18	\$15.41	\$15.51	\$15.61
	Effective	<u>Apr. 1/90</u>	<u>Aug. 1/90</u>	<u>Dec. 1/90</u>
	General Increases	45¢	10¢	10¢
	Job Class Increment	14¢ (13¢)		

	Effective	<u>Apr. 1/90</u>	<u>Aug. 1/90</u>	<u>Dec. 1/90</u>
Job Class 2		\$13.99	\$14.09	\$14.19
Job Class 18		\$16.23	\$16.33	\$16.43
Lump Sum Settlement Payment:	\$750 per employee.			
Shift Premium:	0-40¢-55¢ (0-35¢-50¢).			
Paid Vacation:	4 weeks after 9 (10) years of service.			
Bereavement Leave:	5 (3) days' paid leave upon death of spouse, or 3 days if not consecutive working days.			
Health and Welfare:	The following changes are effective June 1, 1988:			
	<u>Life Insurance</u> - Benefit is \$23,000 (\$20,000).			
	<u>AD & D</u> - Benefit is \$13,000 (\$10,000).			
	<u>Weekly Indemnity</u> - Benefit is 66 2/3% of weekly salary, to a maximum of \$375. (Previously, benefit was equivalent of UIC maximum.)			
	<u>LTD</u> - Maximum benefit is \$950 (\$850) per month.			
	<u>Dental</u> - Employer pays 100% (50%) of premium costs for major restorative services. Employer pays 50% of premium costs for orthodontic services with a maximum lifetime claim of \$1,000 and 50%-50% co-insurance (new).			
Safety Shoe Allowance:	Effective April 15, 1988, \$60 (\$49) per year.			

ELECTRIC POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission - Local 4, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
General Increases		4.5%	4%
Job Level 201 (Office Messenger)		\$8.81 (\$8.43)	\$9.16
Job Level 108 (includes Lineman) 0-42 months		\$14.30-\$17.70 (\$13.68-\$16.94)	\$14.87-\$18.41
Job Level 212 (includes Electrical Engineering Technician) 0-42 months		\$16.59-\$19.89 (\$15.86-\$19.03)	\$17.23-\$20.69

Shift Premium:	Effective May 1, 1988, 0-50¢-50¢ (0-40¢-40¢). Effective May 1, 1989, 0-60¢-60¢.
Standby Pay:	Effective May 1, 1988, \$65 (\$55) per seven-day week. Effective January 1, 1989, \$75.
Health and Welfare	<u>LTD</u> - Effective January 1, 1989, employer pays 100% of premium costs. (Previously, employee paid 100%). <u>Dental</u> - Effective May 1, 1988, coverage is based on the 1988 (1987) ODA fee schedule. Effective January 1, 1989, the 1989 ODA fee schedule.

EDUCATION AND RELATED SERVICES

Carleton Board of Education at Nepean - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 1,200 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	4.867%
	Teacher-Group 1 0-10 years	\$27,883-\$43,982 (\$26,589-\$41,941)
	Teacher-Group 4 0-10 years	\$32,040-\$53,350 (\$30,553-\$50,874)
	Vice-Principal 0-3 years	\$60,293-\$63,790 (\$57,495-\$60,829)
	Principal 0-3 years	\$66,149-\$70,688 (\$63,079-\$67,407)

Responsibility, War Service and Graduate Degree Allowances: Increased in accordance with the general salary increase.

Paid Paternity Leave: 2 days' paid leave. (Previously, included in provision for 3 days' paid special leave.)

Health and Welfare: Vision (new) - Employer pays 90% of premium costs. Maximum claim is \$150 per person every 2 years.

Dental - Maximum annual claim for major restorative services is \$1,100 (\$1,000) per person. Coverage is based on the 1987 (1986) ODA fee schedule. Effective June 1, 1989, the 1988 ODA fee schedule.

Continuation of Benefits - Employer continues to share premium costs for 17 weeks for employee on maternity leave (new).

Prescott-Russell County Roman Catholic Separate School Board at L'Orignal - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 36-month renewal agreement effective from September 1, 1987 to August 31, 1990, covering 370 employees, settled with mediation assistance. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Feb. 1/88</u>
	General Increases	3%	5.5% not compounded
	Teacher-Category D 0-7 years	\$17,252-\$25,168 (\$16,750-\$24,435)	\$18,173-\$26,511
	Teacher-Category A1 0-10 years	\$22,896-\$39,449 (\$22,230-\$38,300)	\$24,118-\$41,555
	Teacher-Category A4 0-10 years	\$28,057-\$48,307 (\$27,240-\$46,900)	\$29,555-\$50,886

	Effective	<u>Sept. 1/88</u>	<u>Feb. 1/89</u>
	General Increases	3%	5.5% not compounded
	Teacher-Category D	\$18,718-\$27,306	\$19,717-\$28,480
	Teacher-Category A1	\$24,841-\$42,801	\$26,167-\$45,086
	Teacher-Category A4	\$30,441-\$52,412	\$32,066-\$55,210

Effective Sept. 1/89

General Increase *

* Increase to equal the percentage increase in the Ottawa CPI from May 1988 to May 1989.

Responsibility Allowances: Increased in accordance with the general salary increases.

Bereavement Leave: Effective September 1, 1988, 5 (1) days' paid leave upon death of grandchild.

Health and Welfare: Vision (new) - Employer pays 90% of premium costs. Maximum claim is \$150 per family member every 2 years.

Paid Preparation Time (new): Effective September 1, 1988, 60 minutes per week. Effective September 1, 1989, 120 minutes.

Mileage Allowance: 26¢ (25¢) per kilometre.

Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide - Various Locals, Ontario Public Service Employees (NUPGE) (CLC) (full-time academic staff, counsellors and librarians and partial load instructors): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 8,700 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	Increases	4.3%*	4.5%
	Instructor 0-10 steps	\$21,858-\$37,111 (\$20,957-\$35,581)	\$22,842-\$38,781
	Teaching Master 0-16 steps	\$25,604-\$50,002 (\$24,548-\$47,941)	\$26,756-\$52,252

* Salary and vacation for Librarians, and a workload formula for teachers in skills, trades, and upgrading programs were referred to arbitration.

Paid Vacation (Counsellors): Effective September 1, 1988, 2 months after 1 year of service. (Previously, 22 working days after 1 year and one additional day per year of service to a maximum 42 days.)

Health and Welfare: Vision (new) - Effective May 1, 1988, employer pays 50% of premium costs. Maximum claim is \$100 per person every 2 years. Effective September 1, 1988, employer pays 75% of premium costs. Maximum claim is \$200 every 2 years per person aged 18 and over and \$200 every year per person under 18.

Hearing (new) - Effective May 1, 1988, employer pays 75% of premium costs. Maximum claim is \$300 per person every 5 years.

Dental - Effective May 1, 1988, employer pays 100% of premium costs for orthodontic coverage, with 50%-50% co-insurance and a maximum lifetime claim of \$1,000 (new). Coverage continues to be based on the previous year's ODA fee schedule.

HEALTH AND WELFARE SERVICES

University Hospital at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 36-month renewal agreements effective from April 1, 1988 to March 31, 1991, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>	<u>Apr. 1/90</u>
	General Increases	45¢	45¢	48¢
	Additional Adjustments	10¢-50¢ for certain classifica- tions; Maintenance/ Mechanic Welder, Machinist Mechanic and Communications Electrician classifica- tions deleted	10¢ for certain classifica- tions	10¢ for certain classifica- tions
	Housekeeping Aide	\$10.68-\$10.79 (\$10.13-\$10.24)	\$11.23-\$11.34	\$11.81-\$11.92

Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>	<u>Apr. 1/90</u>
RNA	\$12.04-\$12.15 (\$11.49-\$11.60)	\$12.49-\$12.60	\$13.07-\$13.18
Electrician	\$15.16-\$15.60 (\$14.61-\$15.05)	\$15.71-\$16.15	\$16.29-\$16.73

Maximum rates are reached after 2 annual increases.

Shift Premium:	Effective October 3, 1988, 45¢ (42¢) per hour worked between 2 p.m. and midnight. Effective October 1, 1990, 48¢.
Standby Pay:	Effective October 3, 1988, \$2.10 (\$2).
Paid Vacation:	Effective July 1, 1989, 5 weeks after 15 (17) years of service. Effective July 1, 1990, 4 weeks after 8 (9) years.
Paid Holidays:	Effective in 1989, Easter Monday is added for a total of 12 (11) days.
Bereavement Leave:	Effective October 3, 1988, 3 (2) days' paid leave upon death of immediate family member and 3 days for son/daughter-in-law or legal guardian (new).
Health and Welfare:	<u>Life Insurance</u> - Employer pays 100% of premium costs for benefit equal to two times straight time annual salary to the nearest \$500. (Previously, employer paid 100% of premium costs for the first \$2,000 and 90% thereafter for eligible employee.) <u>Vision</u> - Maximum claim is \$100 (\$80) every 2 years. <u>Hearing Aid</u> - Maximum claim is \$400 every 2 years. (Previously, \$300 maximum lifetime claim.) <u>Dental</u> - Effective April 1, 1990, employer pays 75% (50%) of premium costs for basic coverage.
Health Review Appointment (new):	Time off in lieu or straight time rate for employee attending health review appointment during working hours.
Safety Shoe Allowance (new):	Effective April 3, 1989, \$60 per year.

AMUSEMENT AND RECREATION SERVICES

Canadian Independent Commercial Producers Association at Toronto - Local 873, Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC): A 24-month renewal agreement effective from February 22, 1988 to February 21, 1990, covering 600 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 22/88</u>	<u>Feb. 22/89</u>
	General Increases	*	*

* Increases to equal the percentage increase in the CPI.

Sample wage rates are not available.

SERVICES TO BUSINESS MANAGEMENT

Canadian Advertising Institute and Canadian Advertisers Association, National Commercial Agreement - Canadian TV and Radio Artists (CLC) (freelance employees): A 21-month renewal agreement effective from May 2, 1988* to January 31, 1990, covering 4,500 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

* Previous agreement expired January 31, 1988.

Wages:	Effective	<u>June 1/88</u>	<u>Feb. 1/89</u>
	Increases	5%, except 7% for Extras and Short Life Commercials	4.5%

Television Session Fees*

Extra	\$170.00 (\$159.00)	\$177.00
Principal or Solo Singer (On-camera)	\$406.00 (\$387.00)	\$425.00

* Session fees shown represent 4 hours' work for Extra and 8 hours' work for Principal or Solo Singer (On-camera).

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Provincial Police (Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 4,254 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	4%	1.373%
	Additional Adjustments	*	

Weekly Rates

3rd Class Constable	\$627.89 (\$603.74)	\$636.51
1st Class Constable	\$780.88 (\$750.85)	\$791.60
Staff Sergeant	\$999.53 (\$956.74)	\$1,013.25

* Ranks restructured resulting in the deletion of Corporal and Sergeant Major ranks.

Paid Vacation: 6 weeks after 26 (30) years of service.

Health and Welfare: Major Medical - \$12 (\$8) per visit for eligible procedures by chiropractor, osteopath, naturopath, podiatrist, physiotherapist and speech pathologist not covered by OHIP.

Hearing - Maximum claim is \$300 every 5 years (previously \$200 lifetime).

Dental - Coverage is extended to include pit and fissure procedure for primary teeth (new).

Training Allowance: \$5 per day for approved courses longer than 2 (5) days.

Isolation Pay: \$25-\$120 (\$15-\$110) per month.

LOCAL ADMINISTRATION

Etobicoke City Corporation - Local 1137, International Fire Fighters (AFL-CIO/CLC): A 24-month renewal agreement effective January 1, 1987 to December 31, 1988, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Jan. 1/87	Oct. 1/87	Jan. 1/88	July 1/88
	General Increases	4.9%	.8%	3.8%	1.25%
	Fire Fighter 3rd Class	\$29,630 (\$28,219)	\$29,872	\$31,013	\$31,400
	Fire Fighter 1st Class	\$39,506 (\$37,625)	\$39,829	\$41,350	\$41,867
	District Chief	\$51,358 (\$48,913)	\$51,778	\$53,755	\$54,427

Lump Sum Settlement Payment: Effective May 1, 1988, \$110 for each employee.

Paid Vacation: Effective July 1, 1988, 3 weeks after 3 (5) years of service, 4 weeks after 12 (15) years and 5 weeks after 20 (25) years.

Health and Welfare: LTD - Effective May 1, 1988, benefit is 66 2/3% (75%) of salary to a maximum of \$3,000 (\$2,000) per month.

Dental - Effective in April 1988, coverage is based on 1987 (1985) ODA fee schedule. Employer pays 100% of premium costs for major restorative coverage, with 80%-20% co-insurance and a maximum annual benefit of \$2,000 per family member (new).

London City Corporation - Ontario Fire Fighters (Ind.): A 24-month renewal agreement effective from January 1, 1988 to January 1, 1990, covering 314 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/88	Sept. 1/88	Jan. 1/89
	General Increases	4%	.99%	4.55%

Effective	<u>Jan. 1/88</u>	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>
Fire Fighter 5th Class - 2nd 6 months	\$28,174 (\$27,090)	\$28,452	\$29,747
Fire Fighter 1st Class	\$40,248 (\$38,700)	\$40,646	\$42,495
Platoon Chief	\$54,335 (\$52,245)	\$54,872	\$57,368

Windsor City Board of Commissioners of Police - Police Association (Ind.) (Unit A): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 352 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/88</u>
	General Increase	5.4%
	<u>Annual Rates</u>	
	Police Constable 4th Class-Level II	\$28,841.39 (\$27,359.86)
	Police Constable 1st Class	\$40,943.00 (\$38,839.73)
	Staff Inspector	\$61,414.50 (\$58,259.60)

Special Pay: Special Investigation Branch and Identification Branch - \$1,600 (\$1,225) per year.

Coach Officer - Effective June 1, 1988, \$6 per day for member designated as coach officer for recruit training program (new).

Breathalyzer Technician - \$800 per year, pro-rated (new).

Off Duty	Constable	\$19.75 (\$18.75) with minimum \$59.25 (\$56.25)
Employment Hourly	- Liquor	\$29.75 (\$28) with minimum \$89.25 (\$84)
Rates:	Sergeant	\$22 (\$21) with minimum \$66 (\$63)
	- Liquor	\$33 (\$31.25) with minimum \$99 (\$93.75)

Paid Vacation: 4 weeks after 10 (11) years of service.

Vacation Pay (on retirement): 25% of normal yearly vacation pay for any portion of each quarter worked in retirement year. (Previously, a full year's entitlement.)

Court Pay: Time and one-half after 3:30 p.m. for employee required in court at 3 p.m. whose scheduled shift finished at 3:15 p.m. (new).

Three hours' pay for employee not notified of a court cancellation prior to 6 p.m. the previous evening and 6 hours' pay for employee on furlough (new).

WCB Leave:	Employer pays difference between WCB award and employee's net salary for employee granted a period of temporary total disability (new).
Health and Welfare:	<u>Vision</u> - Maximum claim is \$100 (\$70) every 2 years. <u>Hearing</u> - Employer pays cost of acquisition of hearing aid every 3 years (new).
Plainclothes Allowance:	\$800 (\$700) per year.
Uniform Allowance:	Employer to pay 50% of cost of a protective vest to a maximum of \$275 (new).
Fitness Testing Pay:	Minimum 3 hours' pay at straight time rate when required to take fitness test during off-shift hours.

Windsor City Corporation - Ontario Fire Fighters (Ind.): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 274 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	General Increases	5.4064%	4.7%
	Additional Adjustment	Dispatcher Salary is 74% (72%) of 1st class Fire-Fighter salary.	
	<u>Annual Rates</u>		
	Fire Fighter 3rd Class	\$32,754.80 (\$31,074.68)	\$34,294.26
	Fire Fighter 1st Class	\$40,942.98 (\$38,842.96)	\$42,867.24
	Assistant Deputy Chief	\$57,303.74-\$59,075.90 (\$54,364.44-\$56,045.86)	\$59,997.08-\$61,852.44

Maximum rates are reached after 1 year.

Paid Vacation:	6 weeks after 26 (27) years of service.
Health and Welfare:	<u>Vision</u> - Maximum claim is \$100 (\$80) every 2 years. <u>Dental</u> - Maximum lifetime orthodontic benefit is \$1,500 (\$1,000). Maximum claim for crowns and bridges is \$1,000 (new). Out of province coverage is added (new).
Mileage Allowance:	30¢ (25¢) per kilometre.

Windsor City Corporation - Local 543, Canadian Union of Public Employees (CLC) (inside employees): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 950 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	General Increases	4.5%	4.5%
	<u>Bi-Weekly Rates</u>		
	Junior Clerk 7.00 (includes Clerk-Typist) (33.75 hours per week)	\$678.18-\$802.48 (\$648.98-\$767.92)	\$708.70-\$838.59
	Supervisory 1.10 (includes Leader Carpentry and Building Maintenance) (37.5 hours per week)	\$1,295.59-\$1,571.25 (\$1,239.80-\$1,503.59)	\$1,353.89-\$1,641.96
	<u>Additional Adjustments</u> - Effective May 1, 1988, some reclassifications.		
	Maximum rate for Clerk-Typist is reached after two 6-month and four annual increases and for Leader Carpentry and Building Maintenance after four annual increases. Effective May 1, 1988, after three annual increases for Clerk-Typist.		
Hours of Work:	Employer and union to negotiate a new work schedule for employees at Huron Lodge location, to allow for 1 weekend off in 2.		
Mileage Allowance:	30¢ (25¢) per kilometre.		

York City Corporation, Works Department and Parks and Recreation Department - Local 10, Canadian Union of Public Employees (CLC) (outside employees):
A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 255 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/88</u>
	General Increase	3%
	Labourer	\$12.67 (\$12.30)
	Machinist	\$16.89 (\$16.40)*
	* Previous rate for Machinist reflects adjustment recommended by Wage Rate Comparison Committee and implemented during the previous agreement.	
Night Shift Premium:	50¢ (45¢) on weekdays and 95¢ (90¢) on weekends.	
Paid Vacation:	4 weeks after 6 (9) years of service, 5 weeks after 9 (18) years, and 6 weeks after 18 (24) years. Employees with 24 or more years of service receive additional vacation days as follows: 1 day after 24 years, 2 after 30, 3 after 35, 4 after 40 and 5 after 45 (new).	

Bereavement Leave: 5 (2) days' paid leave upon death of brother or sister, and 1 day's paid leave for grandparent-in-law (new).

Health and Welfare: LTD - Employer pays 50% (25%) of premium costs.

Vision - Maximum claim is \$130 (\$100) per person every 2 years.

Continuation of Benefits for Early Retirees - Employer pays 50% (25%) of premium costs for Life Insurance to age 65. Effective June 1, 1988, employer pays 66 2/3% (50%) of premium costs of OHIP, Semi-Private Hospitalization and Major Medical to age 65.

Meal Allowance: \$4.75 (\$4.50).

CONSTRUCTION

National Capital Road Builders Association at Ottawa - Local 793, International Operating Engineers (AFL-CIO/CFL), Local 527, Labourers (AFL-CIO) and Local 91, Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 800 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Package:	Effective	May 1/88	May 1/89
	General Increases	6%	6%
	<u>International Operating Engineers</u>		
	Additional Adjustment	Several classifications added	
	Oiler	\$16.35 (\$15.42)	\$17.33
	Shaft Hoist Operator - over 2,000 lbs.	\$19.42 (\$18.32)	\$20.59
	<u>Labourers</u>		
	Labourer (includes Asphalt Shovelman)	\$16.99 (\$16.03)	\$18.01
	Miner	\$17.92 (\$16.91)	\$19.00
	<u>Teamsters</u>		
	Single Axle Truck Driver	\$16.77 (\$15.82)	\$17.78
	Truck Driver, Float (low bed over 25 tons)	\$17.15 (\$16.18)	\$18.18
	Additional Adjustment	Several classifications added; some classification adjustments	

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds. Labourers rates include employer contributions of 5¢ to the legal fund, 5¢ to the district council fund, 5¢ to the training fund and 25¢ to the administration fund. Effective May 1, 1989, 8¢ to the legal fund and 30¢ to the administration fund.

Shift Premium: 0-\$1.06-\$1.06 (0-\$1-\$1). Effective May 1, 1989, 0-\$1.12-\$1.12.

Travelling Time Allowance: \$13.89 (\$13.10) per day with transportation provided, when required to work 60 kilometres outside of the territorial jurisdiction. Effective May 1, 1989, \$14.72.

\$25.33 (\$23.90) per day without transportation provided when required to work 0-30 kilometres outside of the territorial jurisdiction, \$30.32 (\$28.60) for 30-60 km. and \$35.40 (\$33.40) for over 60 km. Effective May 1, 1989, \$26.85, \$32.14, and \$37.52 respectively.

Compressed Air Premium:	May 1/88	May 1/89
1-14 lbs. pressure	\$19.08 (\$18.00)	\$20.53
15-20 lbs. pressure	\$23.32 (\$22.00)	\$24.72
21 lbs. pressure	\$27.56 (\$26.00)	\$29.21
Over 21 lbs. pressure	\$27.56+\$1.59/lb. over 21 lbs. (\$26.00+\$1.50)	\$29.21+\$1.69/lb. over 21 lbs.

Physical Examination (Drivers) (new): 2 hours' paid leave at regular rate for physical exam required for driver's license.

Welfare Fund: Operating Engineers - Employer contributes 70¢ (65¢) per hour worked. Effective May 1, 1989, 75¢.

Labourers - Employer contributes 48¢ (43¢) per hour worked. Effective May 1, 1989, 50¢.

Pension Fund: Operating Engineers - Employer contributes 90¢ (60¢) per hour worked. Effective May 1, 1989, \$1.20.

Labourers - Employer contributes 50¢ (40¢) per hour worked. Effective May 1, 1989, 60¢.

Teamsters - Employer contributes 40¢ per hour worked (new). Effective May 1, 1989, 70¢.

Legal Fund (Labourers): Effective May 1, 1989, employer contributes 8¢ (5¢) per hour worked.

Administration Fund (Labourers): Effective May 1, 1989, employer contributes 30¢ (25¢) per hour worked.

ADDENDA

December 1987 Settlement

HEALTH AND WELFARE SERVICES

Ontario Council of Administrators of Teaching Hospitals at Toronto and other centres - Internes and Residents Association (Ind.): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 2,500 employees, settled at the bargaining stage and ratified in December 1987. Duration of negotiations - 14 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	General Increases	4%	1% non-compounded
	<u>Annual Rates</u>		
	Interne	\$29,045 (\$27,928)	\$29,324
	Resident 1	\$32,374 (\$31,129)	\$32,685
	Resident 5	\$42,506 (\$40,871)	\$42,915

January 1988 Settlements

TRANSPORTATION

Canadian Airlines International, Limited*, system-wide - Various Locals, Transportation-Communications** (AFL-CIO/CLC) (full-time and reduced-time agents, schedulers, passenger service representatives and teletypists): A 36-month renewal agreement effective from July 20, 1987*** to July 19, 1990, covering 400 Ontario employees, settled with mediation assistance and ratified in January 1988. Duration of negotiations - 2 months.

* Pacific Western Airlines Limited and Canadian Pacific Airlines Limited, carrying on business as Canadian Airlines International, Limited.

** Previously Railway Clerks.

*** Previous agreement expired July 21, 1987.

Wages:	Effective	<u>July 20/87</u>	<u>Aug. 1/88</u>
	General Increases	4%	4%
	Additional Adjustments	Dispatcher classification replaced with Crew Scheduler, Asst. Scheduler, and Flight Crew Pairing Clerk	

Effective	<u>July 20/87</u>	<u>Aug. 1/88</u>
<u>Hourly Rates****</u>		
Teletypist	\$7.30-\$15.74 (\$7.02-\$15.13)	\$7.59-\$16.37
Agent/Passenger Service Representative	\$7.36-\$15.74 (\$7.08-\$15.13)	\$7.65-\$16.37
Crew Scheduler (new)	\$15.81-\$19.68	\$16.44-\$20.46

Effective	<u>July 31/89</u>
General Increase	5%
Teletypist	\$7.97-\$17.19
Agent/Passenger Service Representative	\$8.03-\$17.19
Crew Scheduler	\$17.26-\$21.49

**** Paid leave of absence plan for former Canadian Pacific Air Lines and Nordair Teletypists and Agent/Passenger Service Representatives continues until December 31, 1988. Rates shown above include the 2% contribution to the plan.

Maximum rate for Teletypist is reached after eight 26-week increases and one annual increase, for Agent/Passenger Service Representative after nine 26-week increases, and for Crew Scheduler after eight annual increases.

Compassionate Leave:	3 days' paid leave for serious illness/injury in immediate family and up to 2 additional days for travel (new).
Marriage Leave (new):	1 day's paid leave for wedding of employee or immediate family member.
Parental Leave (new):	Maximum 2 days' paid leave upon birth/adoption of child.
Sick Leave:	Absence due to pregnancy-related illness is considered sick leave (new).
Health and Welfare:	<u>Vision</u> - Maximum claim is \$120 (\$75) every 2 years.
Paid Union Leave (new):	<u>Ontario</u> - 37.5 paid hours per week for union local chairperson.
Negotiating Committee Leave (new):	Paid leave for a maximum of 6 employees up to conciliation.

HEALTH AND WELFARE SERVICES

Lanark County Corporation, Fairview Manor at Almonte and Lanark Lodge at Perth - Locals 3022 and 2976, Canadian Union of Public Employees (CLC) (full-time and part-time employees): Two 24-month renewal agreements effective from October 25, 1987 to October 25, 1989, covering 229 employees, settled at the bargaining stage and ratified in January 1988. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 25/87</u>	<u>Oct. 25/88</u>	<u>Mar. 25/89</u>
General Increases		4.5%	3%	1.5%
Housekeeping Aide 0-2 years		\$9.80-\$10.36 (\$9.38-\$9.91)	\$10.09-\$10.67	\$10.25-\$10.83
R.N.A. 0-2 years		\$11.48-\$12.29 (\$10.99-\$11.76)	\$11.82-\$12.66	\$12.00-\$12.85

Health and Welfare: Life Insurance - Benefit is one times salary (\$20,000).

Uniform Allowance: \$50 per year for shoes for full-time employees and \$25 per year for part-time employees (new).

February 1988 Settlements

FOOD AND BEVERAGE

Cobi Foods Inc., Bloomfield Division, previously Baxter Canning Company Limited at Bloomfield - Local 175,* Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 205 employees, settled at the bargaining stage and ratified in February 1988. Duration of negotiations - 2 months.

* Previously Local 636.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Nov. 1/88</u>
General Increases		50¢	20¢
Bracket 10 (includes General Labourer with two years of service)		\$7.14 (\$6.64)	\$7.34
Class "A" Electrician		\$10.23 (\$9.73)	\$10.43
Effective	<u>Jan. 1/89</u>	<u>Nov. 1/89</u>	
General Increases		35¢	35¢
Additional Adjustment		1 (2) classi- fication for General Labourer	
General Labourer		\$7.69	\$8.04
Class "A" Electrician		\$10.78	\$11.13

Shift Premium:	Effective March 1, 1988, 0-25¢-25¢ (0-20¢-20¢). Effective January 1, 1989, 0-35¢-35¢.
Overtime Pay:	Packing season overtime rate starts 15 days prior to the processing of fresh peas (previously June 1).
Paid Holidays:	Easter Monday is added for a total of 10 (9) days.
Paid Vacation:	3 weeks after 6 (8) years of service. Effective January 1, 1989, 3 weeks after 5 years.
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$20,000. (Previously, equal to annual base earnings.) Effective January 1, 1989, \$25,000. <u>Vision</u> - Maximum claim is \$75 (\$45) every 2 years. <u>Dental</u> - Co-insurance factor eliminated. (Previously, 50%-50% co-insurance.) Effective January 1, 1989, employer pays 75% (50%) of premium costs. Coverage is based on the 1987 (1986) ODA fee schedule.
Pension Plan (new):	<u>Employer Contribution</u> - Effective January 1, 1989, 10¢ per paid hour, to the Canadian Commercial Workers Pension Plan.
Tool Allowance:	Maximum \$100 per year for Mechanic, Electrician and Stationary Operating Engineer (new). Employer reimburses tradesman 100% for broken tools. (Previously, \$100.)

HEALTH AND WELFARE SERVICES

Halton Regional Municipality, Halton Centennial Manor at Milton - Local 261, Ontario Public Service Employees* (NUPGE) (CLC) (full-time and part-time service employees): A 36-month renewal agreement effective from May 30, 1987 to May 29, 1990, covering 320 employees, settled at the conciliation officer stage and ratified in February 1988. Duration of negotiations - 7 months.

* Previously Canadian Operating Engineers (CCU).

Wages:	Effective	<u>May 30/87</u>	<u>Feb. 3/88</u>
	General Increases	4.5%	.25%
	Additional Adjustments	Certain classification adjustments; Group IX added	
	Group I (includes Housemaid)	\$8.46-\$9.12 (\$8.10-\$8.73)	\$8.48-\$9.14
	Group VI (includes RNA)	\$9.73-\$10.42 (\$9.31-\$9.97)	\$9.75-\$10.45
	Group IX (new) (includes Millwright)	\$13.71-\$14.80	\$13.74-\$14.84

Effective	<u>May 30/88</u>	<u>May 30/89</u>
General Increases	4%	4.5%
Group I	\$8.82-\$9.51	\$9.22-\$9.94
Group VI	\$10.14-\$10.87	\$10.60-\$11.36
Group IX	\$14.29-\$15.43	\$14.93-\$16.12

Maximum rates are reached after 18 months.

Student Rate - 65% of appropriate classification rate.
(Previously, \$3.15 per hour, minimum wage or appropriate start rate, depending on age and qualifications.)

Shift Premium: Effective May 30, 1988, 34¢ (32¢) per hour when majority of hours worked are between 5 p.m. and 8 a.m. Effective May 30, 1989, 37¢.

Paid Vacation: 5 weeks after 17 (19) years of service and 6 weeks after 25 (26) weeks.

Health and Welfare: LTD (new) - Employer pays 50% of premium costs. Benefit is 66 2/3% of regular rate with UIC offset.

Vision - Effective November 30, 1988, maximum claim is \$90 (\$80) every 2 years.

Dental - Effective May 30, 1988, coverage is based on the 1986 (1985) ODA fee schedule. Effective May 30 and November 30, 1989, the 1987 and 1988 ODA fee schedules respectively.

Payment in Lieu of Fringe Benefits (part-time) (new): Effective November 30, 1988, 5% of regular hourly rate.

Clothing Allowance: Full-time - Effective May 30, 1988, \$95 (\$90) per year. Effective May 30, 1989, \$100.

Part-time - Effective May 30, 1988, 4.75¢ (4.5¢) per hour worked. Effective May 30, 1989, 5¢.

March 1988 Settlements

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto, Ontario and Montreal, Quebec - Locals 500M and 555, Graphic Communications Union (AFL-CIO/CLC) (lithographic and web press employees): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 250 Ontario employees, settled with mediation assistance and ratified in March 1988. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
General Increases		4.75%	5%
Additional Adjustments		25¢ for First, Second and Third Web Pressman	25¢ for First, Second and Third Web Pressman

Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
Floor Helper (after 6 months)	\$10.79 (\$10.28)	\$11.33
Platemaker (non-trade platemaking shop) (key industry rate)	\$21.79 (\$20.80)	\$22.88
First Web Pressman (Perfecting In-Line Web Press up to 1420 mm)	\$27.61 (\$26.12)	\$29.24
Journeyman Pressman (6 colour press to 1610 mm with computer print control)	\$27.98 (\$26.71)	\$29.38

Paid Vacation: 4 weeks after 5 (6) years of service. Effective January 1, 1989, 4 weeks after 4 years.

Health and Welfare: Benefit Fund - Employer Contribution - Effective April 1, 1988, \$136.11 (\$129.40) per month per employee. Effective January 1, 1989, \$142.82.

Pension Plan: Employer Contribution - Effective January 1, 1989, \$18 (\$15) per week per employee.

Education Training Programme: Employer Contribution - \$3.35 (\$3.30) per week per employee. Effective January 1, 1989, \$3.40.

Safety Shoe Allowance: \$50 (\$45) per year. Effective January 1, 1989, \$55.

SUB: Funding - \$450 times number of employees. (Previously, 2½% of basic daily rate times number of employees.) Effective January 1, 1989, \$500.

Benefit - \$250 (\$225) per week. Effective January 1, 1989, \$275.

TRANSPORTATION EQUIPMENT

Gabriel of Canada Limited at Toronto and Mississauga - Local 1295, Machinists (AFL-CIO/CLC): A 36-month early renewal agreement effective from February 6, 1988* to February 6, 1991, covering 353 employees, settled at the bargaining stage and ratified in March 1988. Duration of negotiations - 1 month.

* Previous agreement was scheduled to expire September 15, 1988.

Wages:	Effective	<u>Feb. 6/88</u>	<u>Feb. 6/89</u>	<u>Feb. 6/90</u>
General Increases		40¢	55¢	60¢
Skilled Trades Adjustments			20¢-25¢	25¢
Production Helper	\$9.81-\$9.97 (\$9.41-\$9.57)		\$10.36-\$10.52	\$10.96-\$11.12

Effective	<u>Feb. 6/88</u>	<u>Feb. 6/89</u>	<u>Feb. 6/90</u>
Toolmaker	\$16.61-\$16.95 (\$16.21-\$16.55)	\$17.36-\$17.70	\$18.21-\$18.55

Maximum rate for Production Helper is reached after 90 days worked, and for Toolmaker after 120 days worked.

Paid Vacation: 6 weeks after 29 (30) years of service. Effective February 6, 1990, 4 weeks after 14 (15) years and five weeks after 22 (23) years.

Health and Welfare: Vision - Maximum claim is \$40 (\$30) every 2 years for single lenses and \$60 (\$50) for bifocals. Effective February 6, 1989, \$45 and \$65 respectively.

Dental - Coverage is based on the 1987 (1986), 1988 and 1989 ODA fee schedules in each contract year respectively.

Pension Plan: Employer Contribution - \$3.20 (\$2.40) per paid day to a maximum \$16 (\$12) per employee per week. Effective February 6, 1989, \$4 to a maximum \$20 per week.

TRANSPORTATION

Hamilton Street Railway Company and Canada Coach Lines Limited at Hamilton - Local 107, Transit Union (AFL-CIO/CLC) (hourly rated and salaried employees): Two 36-month renewal agreements effective from April 1, 1988 to March 31, 1991, covering 600 employees, settled at the bargaining stage and ratified in March 1988. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>	<u>Apr. 1/90</u>
Increases		66¢ to top rates*	4.3%	4.5%
Additional Adjustments		Some classi- fication adjustments	25¢ for Group 9	
Job Group 1 (includes Interior Cleaner)		\$13.18-\$13.87 (\$12.61-\$13.21)	\$13.75-\$14.47	\$14.36-\$15.12
Job Group 5 (includes Operator)		\$14.59-\$15.36 (\$13.98-\$14.70)	\$15.22-\$16.02	\$15.90-\$16.74
Job Group 9 (includes Auto Mechanic)		\$15.57-\$16.39 (\$14.95-\$15.73)	\$16.47-\$17.34	\$17.21-\$18.12

Maximum rates are reached after 12 months.

* Post probation rates shown are 95% of top rates (unchanged.)

Lead Hand Premium (new): 75¢ for Crew Chief.

Paid Vacation: Effective April 1, 1989, 3 weeks after 2 (3) years of service, 4 weeks after 8 (9) years, 5 weeks after 15 (17) years and 6 weeks after 24 (25) years.

Acting Pay: \$1 (64¢) per hour worked as Inspector or foreman.

Health and Welfare: Life Insurance - Effective April 1, 1990, benefit is \$20,000 (\$15,000).

Weekly Indemnity - Effective April 1, 1989, benefit is 66 2/3% (60%) of regular rate for maximum 40 weeks (unchanged).

LTD - Effective April 1, 1990, benefit is 66 2/3% (60%) of regular rate.

Vision - Maximum claim is \$100 (\$50) every 2 years.

Dental - Maximum claim for basic and major restorative coverage is \$1,500 (\$1,000) per family member per year and a \$1,500 (\$1,000) lifetime maximum claim for orthodontic coverage.

Continuation of Benefits for Retiree and/or Surviving Spouse - Employer pays premium costs for OHIP and Semi-Private Hospitalization for employee aged 60 (62) with 25 (30) years of service. Effective April 1, 1989, employer pays premium costs for OHIP and Major Medical for a period of 1 year for surviving spouse of employee with less than 5 years of service and for a period of 5 years for employee with more than 5 years of service (new). Effective April 1, 1990, Life Insurance benefits will remain at current levels for future retirees up to age 65. (Previously, benefit was pro-rated for employee with less than 30 years of service.)

Pension Plan: Pension Indexing (new) - For retirements effective on or after September 1, 1988, benefits are indexed to 75% of the annual increase in the CPI, minus 1.5%, with a maximum payment of 6% per year.

Meal Allowance: \$6.50 (\$5.70).

Safety Shoe Allowance: \$60 (\$55) per year for safety and rubber boots and \$78 per year for electrical boots (new).

Tool Allowance: \$28, \$47 or \$74 (\$26.50, \$44 or \$69.50) per year, depending on classification.

EDUCATION AND RELATED SERVICES

Waterloo County Board of Education at Kitchener - Educational Support Staff Association (Ind.): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 450 employees, settled at the bargaining stage and ratified in March 1988. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/88	June 1/88
	General Increases	4.2%	1.4%
	<u>Full-time Employees</u>		
	<u>Annual Rates</u>		
	5 Levels		

Effective	<u>Jan. 1/88</u>	<u>June 1/88</u>
Level A (includes Mail Clerk)	\$14,434-\$17,928 (\$13,852-\$17,205)	\$14,636-\$18,179
Level G (includes Maintenance Foreperson)	\$28,493-\$35,386 (\$27,345-\$33,960)	\$28,892-\$35,881

Effective	<u>Jan. 1/89</u>
General Increase	4.4%
Level A	\$15,280-\$18,979
Level G	\$30,163-\$37,460

COLA (new): 0.1% per 0.1% change in the CPI from the December 1988 to the December 1989 index. Triggered at 4.4%, capped at 8% and payable as a lump sum in February 1990.

Shift Premium: 0-35¢-38¢ (0-33¢-36¢).

Weekend Premium: 35¢ (33¢) per hour worked between midnight Friday and midnight Sunday.

Paid Vacation: 4 weeks and 1 day after 13 years of service, and 2 days after 14 years, and 3 days after 15 years, and 4 days after 16 years (new); 5 weeks after 17 (18) years; 5 weeks and 1 day after 21 years, and 2 days after 22 years, and 3 days after 23 years, and 4 days after 24 years (new); and 6 weeks after 25 years (unchanged).

Health and Welfare: Dental - Coverage is based on the 1986 (1985) ODA fee schedule.

PERSONAL SERVICES

Marriott Corporation, Marriott In-Flight Services of Canada Ltd. Division, Marriott Chateau Flight Kitchens (Toronto), previously Canadian Pacific Airlines Limited, Canadian Pacific Hotels Division, Chateau Flight Kitchen at Pearson International Airport - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1988 to January 31, 1991, covering 260 employees, settled at the conciliation officer stage and ratified in March 1988. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/88</u>	<u>Feb. 1/89</u>	<u>Feb. 1/90</u>
General Increases		4%	4.5%	4.8%
Galley Helper		\$9.83 (\$9.45)	\$10.27	\$10.76
Baker		\$13.20 (\$12.69)	\$13.79	\$14.45

Start Rate for New Hires - Effective March 7, 1988, \$7, with three annual increases of 50¢, 50¢ and 75¢ respectively.

Lead Hand Premium: Standardized at 65¢.

Paid Vacation: 5 weeks after 18 (22) years of service.

Health and Welfare: Weekly Indemnity - Effective April 8, 1988, payable on a 1-2-15 (1-8-15) basis.

Safety Shoe Allowance: Effective March 7, 1988, \$80 (\$60) per year.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.) (meteorology group, full-time and part-time employees): A 30-month renewal agreement effective from July 1, 1987 to December 31, 1989, covering 224 Ontario employees, settled by arbitration in March 1988. Duration of negotiations - 9 months.

Wages:	Effective	<u>July 1/87</u>	<u>July 1/88</u>
	General Increases	4%	4.5%
	Additional Adjustment		MT-8 classification deleted
	<u>Annual Rates</u>		
	MT-2 8 levels	\$28,733-\$39,389 (\$27,628-\$37,874)	\$30,026-\$41,162
	MT-7 5 levels	\$52,753-\$59,782 (\$50,724-\$57,483)	\$55,127-\$62,472

LOCAL ADMINISTRATION

Ottawa-Carleton Regional Municipality - Local 503, Canadian Union of Public Employees (CLC) (full-time, part-time and temporary inside and outside employees): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 800 employees, settled at the bargaining stage and ratified in March 1988. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	General Increases	4.3%	4.2%
	General Labourer	\$12.00 (\$11.51)	\$12.50
	Construction Safety Inspector	\$17.40 (\$16.68)	\$18.13

The following changes are effective March 27, 1988, unless stated otherwise.

Overtime Pay: Employee may elect to accumulate up to a maximum 82.5 (75) straight time hours off in lieu of overtime pay.

Paid Vacation: Effective January 1, 1989, 5 weeks after 17 (18) years of service and 6 weeks after 25 (27) years.

Bereav- Leave:	4 (3) days' paid leave upon death of parent, spouse, child, brother and sister.
Maternity Paid (new): Le	Effective January 1, 1989, maximum 15 weeks at the difference between 93% of regular salary and UIC benefit.
Special Leave:	Time off for professional appointments for employee and employee's child included in the provision for a maximum 3 days' paid leave (new).
Health and Welfare:	<u>Life Insurance</u> - Effective May 1988, benefit is \$50,000 (\$40,000). <u>Dental</u> - Effective May 1988, coverage is based on the 1987 (1986) ODA fee schedule. Effective January 1, 1989, the 1988 ODA fee schedule.
Payment in Lieu of Fringe Bene- fits (Temporary Employees) (new):	8% of straight time rate.
Negotiating Committee Leave:	Paid leave for a maximum 3 (2) employees.
Severance Pay (full-time) (new):	Effective January 1, 1989, employees hired since August 1979 accumulate 5 days' credit per year of service to a maximum 130 days, payable upon termination due to death or early retirement. Employee with 5 or more years of service who terminates for another reason receives payment for one-half the accumulated credits.

0728N
L
- C53

Unpublished
Publication

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
MAY 1988



RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1988 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below.

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

Contents

	Page
Highlights	i
Index to Settlements Reported	131
May 1988 Settlements	
Food and Beverage	135
Textile	137
Printing, Publishing and Allied	138
Primary Metal	138
Transportation Equipment	140
Electrical Products	142
Petroleum and Coal Products	143
Chemical and Chemical Products	143
Forestry	144
Mines	147
Transportation	149
Electric Power, Gas and Water Utilities	150
Retail Trade	152
Education and Related Services	152
Health and Welfare Services	156
Provincial Administration	158
Local Administration	159
Construction	160
Addenda	
February 1988 Settlement	173
March 1988 Settlement	174
April 1988 Settlements	175

Highlights

Construction

The plumbers were the first trade to settle in the 1988 bargaining round in the industrial, commercial and institutional (ICI) sector of the construction industry in Ontario. Their \$3 an hour package increase over two years became a benchmark for negotiations and was soon followed, with several variations, in other new agreements. The new agreements will run for 2 years, expiring on April 30, 1990. Several agreements contained higher package increases for workers in "boom" areas, particularly Toronto. A key issue in the 1988 talks centered on general contractors passing on the tendering of contracts to owners. Several unions attempted to have a "construction management" clause included in their collective agreements to ensure that no contractor would act as a project or construction manager unless all work on the job went to contractors who had agreements with AFL-CIO affiliated unions.

Industrial, commercial and institutional sector. Settlements ratified in May in this sector of the industry covered 63,000 workers under province-wide agreements. The groups which followed the plumbers agreement of \$1.50 in the first year and \$1.50 in the second year included: sheet metal workers, steel erectors, bricklayers, marble, terrazzo and tile workers, millwrights, rodmen, and insulators. Electricians, after a work stoppage, received a "front-loaded" contract of \$2 in the first year and \$1 in the second year. Labourers, cement masons, and precast concrete erectors received a package increase of \$3 over two years in Toronto and \$2 over two years throughout the rest of the province. Roofers received a package increase of \$3 over two years in Toronto and \$2.50 elsewhere. Glaziers received a package increase of \$3 over two years in Toronto and Hamilton and between \$1.80 and \$2.80 over two years throughout the rest of the province. Demolition workers in Toronto received a package increase of \$2.50 over two years while those in the rest of the province received \$1.80 over two years.

Residential Sector. Settlements in this sector of the industry covered 11,000 workers in Metropolitan Toronto. Plumbers in Toronto received a package increase of \$2.50 in the first year and \$1.50 in the second year. Painters in the Toronto area received a package increase of \$3.32 over two years.

Heavy Engineering Sector. Most settlements in this sector followed the pattern established in the ICI sector of \$3 an hour over 2 years and included:

- * labourers, teamsters and operating engineers employed by the Metropolitan Toronto Road Builders Association and the Metropolitan Toronto Sewer and Watermain Association;
- * labourers employed by the Heavy Construction Association of Toronto

Nickel Mining and Refining

Inco Ltd. and 6,200 employees represented by the United Steelworkers negotiated 3-year renewal agreements effective from June 1, 1988. On that date, all wage rates were increased by \$1, \$1.42 COLA was folded in, and 1¢ was added to the job class increment.

The existing COLA formula will continue throughout the term of the new contracts. In the second and third years, COLA advances and further increases to the job class increment are scheduled. The nickel price bonus, which provides employees with quarterly payments based on the average realized price per pound of nickel in U.S. dollars, was continued using a

new formula. The new formula applied to the second quarter of 1988 generated \$3.26 per hour worked.

Major changes were negotiated in pensions, including a new plan structure to replace the existing basic and alternate benefits. Early and normal retirement benefit levels were increased and a "30-and-out" provision was introduced. Another new feature of the plan is inflation protection of benefits in the form of annual adjustments based on the increase in the CPI.

Index to Settlements Reported, May 1988

Employer and Location	Union	Page
Abitibi-Price Inc., Lakehead Woodlands Div., Thunder Bay	Woodworkers-Canada (AFL-CIO/CLC)	144
Air Canada, system-wide	CUPE (CLC)(flight attendants)	149
All-Way Transportation Corp., Wheel-Trans Div., Toronto	Transit Union (Intl.) (AFL-CIO/CLC)	150
Amoco Fabrics and Fibers Ltd., Hawkesbury	Woodworkers-Canada (AFL-CIO/CLC)	137
Architectural Glass and Metal Contractors Assn., province-wide	Painters (AFL-CIO/CFL) (industrial, commercial and institutional construction)	164
Boeing Canada, Arnprior Div.	Machinists (AFL-CIO/CLC) (production and maintenance empls.)	140
Boots Drug Stores (Canada) Ltd., province-wide except the Regional Municipality of Ottawa-Carleton	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time sales empls.)	152
Canadian Pacific Forest Products Ltd., Thunder Bay Woodlands Operations	Woodworkers-Canada (AFL-CIO/CLC)	146
Canron Inc., Pipe Div., Hamilton	United Steelworkers (AFL-CIO/CLC)	138
Carleton Roman Catholic Separate School Board, Nepean	Ont. English Catholic Teachers' Assn. (Ind.)	175
Cement Masons Employer Bargaining Agency for the Ontario General Contractors Assn. Labour Relations Bureau, Waterproofing Contractors Assn. of Ontario, Concrete Floor Contractors Assn. of Ontario, and Industrial Contractors Assn. of Canada, province-wide	Plasterers (AFL-CIO/CFL) (cement masons) (industrial, commercial and institutional construction)	165
Consumers' Gas Co. Ltd., Toronto and other locations in Ont. (operating, maintenance and office empls.)	Energy and Chemical Workers (CLC)	150
Council of Printing Industries of Canada, Toronto and district	Graphic Communications Union (AFL-CIO/CLC) (bookbinders)	138
Cygnus Industries Inc., Webster Manufacturing Div., London	Glass, Molders and Allied Workers (AFL-CIO/CLC)	140
Electrical Trade Bargaining Agency of the Electrical Contractors Assn. of Ontario, province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction)	165

Index to Settlements Reported, May 1988

Employer and Location	Union	Page
General Foods Inc., Cobourg	Food and Commercial Workers (AFL-CIO/CLC)(production and laboratory empls.)	136
General Foods Inc., Hostess Food Products Ltd. Div., Cambridge	Retail Wholesale Employees (AFL-CIO/CLC) (production empls. and transport drivers)	135
Heavy Construction Assn. of Toronto (Heavy Construction, TTC Subway Tunnel and Field Precast Manufacturing Operations), OLRB Area 8	Labourers (AFL-CIO)	162
Hendrie Transportation Inc., province-wide	Railway, Transport and General Workers (CLC)	150
Inco Ltd., Ontario Div., Port Colborne and Sudbury	United Steelworkers (AFL-CIO/CLC)	147
Labourers Employer Bargaining Agency for the Ontario General Contractors Assn. Labour Relations Bureau, Ontario Masonry Contractors Assn., Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ontario, Concrete Floor Contractors Assn. of Ontario, province-wide	Labourers (AFL-CIO) (industrial, commercial and institutional construction)	160
Lambton County Board of Education, Sarnia	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	152
Lincoln County Board of Education, St. Catharines	Ont. Public School Teachers Fed. (Ind.) (occasional elementary teachers)	173
Metropolitan Toronto Demolition Contractors Inc., province-wide	Labourers (AFL-CIO) (industrial, commercial, institutional and residential construction)	166
Metropolitan Toronto Plumbing and Heating Contractors Assn., Div. of the Mechanical Contractors Assn., OLRB Area 8	Plumbers, Residential Div. (AFL-CIO/CFL)	167
Metropolitan Toronto Road Builders' Assn., OLRB Area 8	Labourers and Teamsters (AFL-CIO)	161

Index to Settlements Reported, May 1988

Employer and Location	Union	Page
Metropolitan Toronto Sewer and Watermain Contractors Assn., OLRB Area 8	Labourers and Teamsters (AFL-CIO)	163
Metropolitan Toronto Sewer and Watermain Contractors Assn., OLRB Area 8	Intl. Operating Engineers (AFL-CIO/CFL)	162
Millwrighting Contractors Assn. of Ontario Inc., province-wide	Carpenters (AFL-CIO) (industrial, commercial and institutional construction)	167
Motor Wheel Corp. of Canada Ltd., Chatham	Cdn. Auto Workers (CLC)	141
North York City Corp.	Ont. Fire Fighters (Ind.)	159
Ontario Erectors Assn. Inc., province-wide	Structural Iron Workers (AFL-CIO) (steel erectors) (industrial, commercial and institutional construction)	167
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (scientific and professional services category)	158
Ontario Industrial Roofing Contractors Assn., province-wide	Sheet Metal Workers, Roofers Section (AFL-CIO/CFL) (industrial, commercial and institutional construction)	168
Ontario Masonry Industry Employers Council, province-wide	Bricklayers Intl. (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers) (industrial, commercial and institutional construction)	169
Ontario Master Insulators' Assn. Inc., province-wide	Asbestos Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction and maintenance)	169
Ontario Mechanical Contractors Assn., province-wide	Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	170
Ontario Sheet Metal and Air Handling Group, province-wide	Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	171
Ontario Terrazzo, Tile and Marble Guild Inc., province-wide	Bricklayers Intl. (AFL-CIO/CFL) (industrial, commercial and institutional construction)	172

Index to Settlements Reported, May 1988

Employer and Location	Union	Page
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	154
Perth County Board of Education, Stratford	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	155
Quaker Oats Co. of Canada Ltd., Peterborough	Quaker Oats Employees Independent Union - Cereals (Ind.)	135
Radisson Hotel, Delta Hotels Ltd., operating as Delta Ottawa, Four Seasons Hotels Ltd., Talisman Motor Inn, Lord Elgin Hotel and York Hanover Hotels Ltd. (The Skyline Ottawa), Ottawa	Hotel Empls. (AFL-CIO/CLC)	177
Residential Painting Contractors of Ont., OLRB Area 8	Painters (AFL-CIO/CFL)	172
Rio Algom Ltd., Atlas Specialty Steels Div., Welland	Cdn. Steelworkers (Ind.)	174
Rodmen Employer Bargaining Agency for the Industrial Contractors Assn. of Canada, Ontario General Contractors Assn. Labour Relations Bureau and Reinforcing Steel Institute of Ontario, province-wide	Structural Iron Workers (AFL-CIO) (industrial, commercial and institutional construction)	173
Shell Canada Products Ltd., Sarnia Refinery, Corunna	Energy and Chemical Workers (CLC)	143
Simcoe County Board of Education, Barrie	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	155
Sterling Drug Ltd., Aurora	Energy and Chemical Workers (CLC)(plant and laboratory empls.)	143
Toronto Hospital, Toronto General Div.	CUPE (CLC) (part-time service empls.)	156
Visiting Homemakers Assn., Toronto	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	157
Westinghouse Canada Inc., London	Electrical Workers (UE)(CLC)	142
Windsor City Corp.	CUPE (CLC) (outside empls.)	159

FOOD AND BEVERAGE

Quaker Oats Company of Canada Limited at Peterborough - Quaker Oats Employees Independent Union - Cereals (Ind.)*: A 24-month renewal agreement effective from November 1, 1987 to October 31, 1989, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previously Food and Commercial Workers (AFL-CIO/CLC).

Wages:	Effective	Nov. 1/87	Nov. 1/88
	General Increases	5%	4.8%
	Grade 1 (General Labourer)	\$12.70 (\$12.09)	\$13.31
	Grade 10 (Maintenance VII)	\$15.28 (\$14.54)	\$16.01

Shift Premium: 0-40¢-45¢ (0-35¢-40¢).

Paid Vacation: 5 weeks after 18 (20) years of service.

Health and Welfare: LTD - Benefits for current recipients are increased by 2% per year for each full year of disability leave.

Major Medical - Employer pays 100% of premium costs for Global Medical Assistance Plan (new).

Vision - Employer pays 100% (50%) of premium costs. Maximum claim is \$85 (\$50) per person every 2 years.

Dental - Effective May 1, 1988 and November 1, 1988, the 1987 (1986) and 1988 ODA fee schedules respectively.

Pension Plan: Basic Benefit - \$22 (\$20) per month per year of service to a maximum of 40 years.

Vesting - After 2 (5) years of service.

Pre-Retirement Death Benefit - Surviving spouse receives 100% (60%) of commuted benefit value.

Tool Allowance: Maximum \$120 (\$100) per year for eligible maintenance employees.

Safety Shoe Allowance: \$70 (\$60) per year. Maximum \$140 (\$120) accumulation of unused portion of subsidy.

General Foods Inc., Hostess Food Products Limited Division at Cambridge - Local 461, Retail Wholesale Employees (AFL-CIO/CLC) (production employees and transport drivers): Two 36-month renewal agreements effective from January 3, 1988 to January 5, 1991, covering 355 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 3/88	Jan. 1/89	Jan. 7/90
	General Increases	50¢	40¢	40¢

	<u>Jan. 3/88</u>	<u>Jan. 1/89</u>	<u>Jan. 7/90</u>
Additional Adjustments		Certain classification adjustments	Certain classification adjustments
Packer	\$10.53 (\$10.03)	\$10.96	\$11.46
Garage Mechanic	\$15.13 (\$14.63)	\$15.50	\$15.90

Shift Premium: Effective May 15, 1988, 45¢ (40¢) per hour for shifts commencing between noon and 6 a.m. Effective January 7, 1990, 50¢.

Health and Welfare: Vision - Effective June 1, 1988, maximum claim is \$90 (\$85) every 2 years. Effective June 1, 1989, \$95.

Dental - Coverage is based on the 1986 (1985), 1987 and 1988 ODA fee schedules in each contract year respectively.

Pension Plan: Basic Benefit - Effective June 1, 1988, \$17 (\$16) per month per year of service. Effective January 7, 1990, \$18.

Supplemental Benefit - Effective January 1, 1989, \$9 (\$8) per month per year of service. Effective January 7, 1990, \$10.

Survivor Benefit - 60% (50%) of employee's pension benefit.

Safety Shoe Allowance: Maximum \$45 (\$40) per year. Effective January 1, 1989, \$50.

Tool Allowance: \$130 (\$125) per year for garage and maintenance mechanics. Effective January 1, 1989 and January 7, 1990, \$135 and \$140 respectively.

General Foods Inc. at Cobourg - Local 1230, Food and Commercial Workers (AFL-CIO/CLC)
(production and laboratory employees): Two 36-month renewal agreements effective from May 22, 1988 to May 18, 1991, covering 433 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>May 22/88</u>	<u>May 21/89</u>	<u>May 20/90</u>
General Increases		40¢	45¢	50¢
Additional Adjustments		Some classification adjustments		
Group I (includes General Labour)		\$13.68 (\$13.28)	\$14.13	\$14.63
Engineer 2nd class		\$16.50 (\$15.43)	\$16.95	\$17.45

Shift Premium: 0-45¢-45¢ (0-40¢-40¢). Effective May 21, 1989, 0-50¢-50¢.

Paid Vacation: 3 weeks after 3 (5) years of service.

Health and Welfare:

Life Insurance for Dependents - Benefit is \$5,000 (\$2,000) per child.

Major Medical - \$45 (\$35) for first visit to psychologist and \$30 (\$20) per hour for subsequent treatments to a maximum of \$315 (\$200) per person per year.

Dental - Coverage is based on the 1987 (1984) ODA fee schedule. Effective June 1, 1988, crowns and bridgework added (new). Employee pays \$3 (\$2) per month for single coverage and \$6 (\$4) per month for family coverage. Effective May 21, 1989, the 1988 ODA fee schedule. Effective May 20, 1990, the 1989 ODA fee schedule.

Pension Plan:

Employee Contribution - Effective June 1, 1988, \$30 (\$42) per month. Effective June 1, 1989, \$32. Effective June 1, 1990, \$34.

Basic Benefit - Effective June 1, 1988, \$30 (\$28) per month per year of service. Effective June 1, 1989, \$32. Effective June 1, 1990, \$34.

Supplemental Benefit - Effective June 1, 1989, \$11 (\$10) per month per year of service to a maximum of 30 years. Effective June 1, 1990, \$12.

Early Retirement - Effective June 1, 1988, 2% reduction in benefit for each year of early retirement from age 60 to 62 eliminated.

Survivor Benefit - Surviving spouse receives 60% (50%) of employee's pension.

Meal Allowance:

\$3.75 (\$3.50) after 2 hours of overtime. Effective May 21, 1989, \$4.

Tool Allowance:

Effective January 1, 1989, \$100 (\$95) per year for tradesmen. Effective January 1, 1990, \$105.

TEXTILE

Amoco Fabrics and Fibers Ltd., previously Amoco Fabrics Ltd. at Hawkesbury - Local 1-600*, Woodworkers-Canada (AFL-CIO/CLC): A 24-month renewal agreement effective from December 31, 1987 to December 31, 1989, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

*Previously Local 2-600, Woodworkers.

Wages:	Effective	<u>Dec. 31/87</u>	<u>Jan. 1/89</u>
	General Increases	50¢	45¢
	Labourer	\$10.36 (\$9.86)	\$10.81
	Electronic Technician	\$13.70 (\$13.20)	\$14.15

Shift Premium:

Effective January 1, 1989, 0-25¢-35¢ (0-25¢-30¢).

Vacation Pay:	Effective January 1, 1989, 4.5% (4%) for less than 5 years of service, 6.5% (6%) after 5 years, 7% (6.5%) after 10 years and 9% (8.5%) after 15 years.
Bereavement Leave:	4 consecutive working days (4 calendar days) paid leave upon death of spouse and child; 4 consecutive working days (3 calendar days) for parent, brother and sister; 3 consecutive working days (3 calendar days) for parent/brother/sister-in-law and grandparent; and 1 day for grandchild and spouse's grandparent (new).
Health and Welfare:	<u>Life Insurance</u> - Effective January 1, 1989, benefit is \$20,000 (\$15,000).

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada, Toronto and district - Local 500M, Graphic Communications Union (AFL-CIO/CLC) (bookbinders): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 437 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	Increases	61¢ for J-II, 87¢ for J-I	64¢ for J-II, 91¢ for J-I

Hourly Rates for Day Shift*

Journey II	\$12.74 (\$12.13)	\$13.38
Journey I	\$18.18 (\$17.31)	\$19.09

* Journey I and II working on the night shift receive an additional 15% of the day shift rate to a maximum of \$1.05 (\$1) per hour worked. Effective January 1, 1989, \$1.10.

Paid Vacation:	4 weeks after 9 (10) years of service. Effective January 1, 1989, 4 weeks after 8 years.
Health and Welfare:	<u>Benefit Fund - Employer Contribution</u> - Effective June 1, 1988, \$23.78 (\$22.23) per week per employee towards premium costs of all insured benefits exclusive of dental premiums. Effective January 1, 1989, \$25.33.
Pension Plan:	<u>Employer Contribution</u> - Effective June 1, 1988, \$1.50 (\$1.25) per shift. Effective January 1, 1989, \$1.75.
Safety Shoe Allowance:	\$50 (\$45) per year. Effective January 1, 1989, \$55.

PRIMARY METAL

Canron Inc., Pipe Division, previously Stanton Pipes Limited at Hamilton - Local 8233, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 7, 1988 to May 6, 1991, covering 213 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 7/88</u>	<u>May 7/89</u>	<u>May 7/90</u>
General Increases		85¢	40¢	45¢
Job Class Increment (new)		2¢-40¢		
General Helper		\$11.92 (11.04)	\$12.32	\$12.77
Master Electrician		\$14.36-\$14.49 (\$13.11-\$13.24)	\$14.76-\$14.89	\$15.21-\$15.34

Previous rates reflect 34¢ COLA folded in during the previous agreement.

Maximum rate for Master Electrician is reached after 9 months.

Lump Sum Settlement Payment: \$500 per employee.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using the January 1990 index as the base. Adjusted and folded into wages quarterly. (Basic formula is unchanged.)

Paid Vacation: 4 weeks after 10 (12) years of service.

Health and Welfare: Life Insurance for Retirees (new) - Benefit is \$3,000 for employee retiring after May 7, 1989.

LTD (new) - Employer pays 100% of premium costs. Benefit is 66 2/3% of regular earnings to a maximum of \$800 per month.

Weekly Indemnity - Benefit is 66 2/3% of regular earnings plus \$40 to UIC maximum for 26 weeks, followed by LTD benefit (new). (Previously, 66 2/3% of regular earnings to UIC maximum for 52 weeks.)

Dental - Coverage is based on the 1986 (1985), 1987 and 1988 ODA fee schedules during each contract year respectively.

Pension Plan: Basic Benefit - \$15 (\$11) per month per year of past service and \$15 (unchanged) per month per year of future service.

Early Retirement (new) - Employee with 30 years of service whose age plus years of service equal 88, may retire with accrued entitlement.

Bridging Benefit - \$13 (\$7) per month per year of service to a maximum of 30 years (new).

Safety Shoe Allowance: \$40 (\$35) for each of 2 pairs to a maximum of \$80 (\$70) per year.

Prescription Safety Glasses: \$50 (\$40) per year.

Cygnus Industries Inc., Webster Manufacturing Division, previously CAE Webster Ltd. at London - Local 49, Glass, Molders and Allied Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 8, 1988 to May 7, 1991, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 8/88	May 8/89	May 8/90
	General Increases	20¢	25¢	20¢
	COLA Fold-in	50¢	30¢	20¢
	Class 2 (includes Machine Operator)	\$11.64 (\$10.94)	\$12.19	\$12.59
	Class 9 (includes Tool, Die & Moldmaker)	\$15.17 (\$14.47)	\$15.72	\$16.12
COLA:	\$1.08 COLA was generated under the previous agreement; a total of \$1 is folded into wages on the dates shown above, leaving 8¢ to float.			
	1¢ per 0.15 point change in the CPI - 1981=100, using the March 1988 index as the base. Adjusted monthly. (Basic formula is unchanged).			
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$15,500 (\$13,500). Effective May 8, 1989, \$17,000. Effective May 8, 1990, \$18,000.			
	<u>Vision (new)</u> - Effective September 1, 1988, maximum claim is \$100 per person every 2 years.			
Safety Prescription Glasses:	\$105 (\$100) upon proof of purchase. Effective May 8, 1989 and 1990, \$110 and \$115 respectively.			
Safety Shoe Allowance:	Maximum \$95 (\$90) per year for 3 designated categories and \$75 (\$70) for all others. Effective May 8, 1989, \$100 and \$80 respectively. Effective May 8, 1990, \$105 and \$85 respectively.			

TRANSPORTATION EQUIPMENT

Boeing Canada, Arnprior Division - Local 1542, Machinists (AFL-CIO/CLC) (production and maintenance employees): A 36-month renewal agreement effective from March 7, 1988 to March 6, 1991, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 7/88	Mar. 7/89	Mar. 7/90
	General Increases	8%	5%	5%
	Labour Grade 2 (includes Production Utility)	\$7.70-\$11.26 (\$7.13-\$10.43)	\$8.09-\$11.82	\$8.49-\$12.41

	<u>Mar. 7/88</u>	<u>Mar. 7/89</u>	<u>Mar. 7/90</u>
Labour Grade 13 (includes Sheetmetal Journeyman A)	\$11.33-\$14.25 (\$10.49-\$13.19)	\$11.90-\$14.96	\$12.50-\$15.71

Maximum rates are reached in 30¢ increments every 6 months.

Lump Sum Settlement Payment:

\$1,500 per eligible employee.

Health and
Welfare:

Life Insurance - Benefit is one and one-half (one and one-quarter) times basic annual salary to a maximum benefit of \$150,000 (100,000).

AD & D - Benefit is one and one-half (one and one-quarter) times basic annual salary to a maximum benefit of \$50,000 (unchanged).

Major Medical - Coverage for treatment due to temporomandular joint disease and myofacial pain dysfunction syndrome added, with 50%-50% co-insurance and a maximum lifetime benefit of \$3,500 per person covered.

Vision (new) - Employer pays 100% of premium costs. Maximum claim is \$120 every 2 years.

Hearing - Maximum claim is \$500 (\$400) every 3 years.

Dental - Maximum annual claim is \$1,200 (\$1,000). Orthodontic coverage for adults is added (new). Maximum annual orthodontic claim is \$1,200 (\$1,000). Coverage continues to be based on the current year's ODA fee schedule.

Motor Wheel Corporation of Canada Limited at Chatham - Local 127, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from May 8, 1988 to May 8, 1991, covering 535 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	<u>Effective</u>	<u>May 8/88</u>	<u>May 8/89</u>	<u>May 8/90</u>
General Increases		25¢	20¢	15¢
COLA Fold-in		96¢		
Skilled Trades Adjustment		40¢		
Material Handler		\$14.44 (\$13.23)	\$14.64	\$14.79
Stationary Engineer 2nd Class		\$17.74 (\$16.13)	\$17.94	\$18.09

COLA: \$1.41 COLA was generated under previous agreements; 96¢ is folded into wages and 45¢ continues to float.

1¢ per 0.3 point change in the CPI - 1971=100, using the March 1988 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Bereavement Leave: 3 days' paid leave upon death of step-parent and grandchild (new).

Health and Welfare: Life Insurance - Benefit is \$21,000 (\$18,000). Effective May 8, 1989 and 1990, \$23,000 and \$24,000 respectively.

AD & D - Benefit is \$17,500 (\$15,000). Effective May 8, 1989 and 1990, \$19,000 and \$20,000 respectively.

Vision - Maximum claim is \$100 (\$90) every 2 years.

Dental - Coverage is based on the 1987 (1984) ODA fee schedule.

Pension Plan: Pension Indexing (new) - The amount of COLA paid each year will be the lesser of:

- 1) 75% of the change in the CPI from June to June.
- 2) The amount of pension, less 1%, that an active worker would receive if retiring that year.

Basic Benefit - \$19 (\$17) per month per year of service. Effective May 8, 1989 and 1990, \$21 and \$23 respectively.

Early Retirement (new) - Employee aged 62 with 20 years of service may retire with accrued entitlement.

Current Retirees - Benefits are increased by \$1 per month per year of service in each contract year.

Supplemental Benefit (new) - \$5 per month per year of service to a maximum 25 years. Effective May 8, 1989, \$6.

Safety Shoe Allowance: \$38 (\$30) per year.

ELECTRICAL PRODUCTS

Westinghouse Canada Inc. at London - Local 546, Electrical Workers (UE)(CLC): A 36-month renewal agreement effective from April 5, 1988 to April 4, 1991, covering 375 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Apr. 5/88	Apr. 5/89
	Increases	35¢-53¢	13.5¢-15¢
	Labour Grade 1	\$12.237 (\$11.887)	\$12.387
	Labour Grade 13 (includes Maintenance Electrician)	\$14.129-\$15.699 (\$13.736-\$15.169)	\$14.264-\$15.849
	Effective	Apr. 5/90	
	Increase	9¢-10¢	
	Labour Grade 1	\$12.487	
	Labour Grade 13	\$14.354-\$15.949	

Previous rates reflect 84¢ COLA folded in during the previous agreement.

Maximum rate for Labour Grade 13 is reached after 6 months.

COLA: 1¢ per 0.32 point change in the CPI - 1971=100, using the October 1988 index as the base. One quarterly adjustment in the first contract year, 3 in the second year and 4 in the third year. Folded in quarterly. (Basic formula is unchanged.)

Shift Premium: 0-50¢-50¢ (0-45¢-45¢).

Paid Vacation: 4 weeks after 11 (12) years of service.

Bereavement Leave: Maximum 5 (3) days' paid leave upon death of immediate family member.

Safety Shoe Allowance: \$45 (\$40) per year. Effective in 1989, \$50.

PETROLEUM AND COAL PRODUCTS

Shell Canada Products Limited, Sarnia Refinery at Corunna - Local 848, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from February 1, 1988 to January 31, 1990, covering 210 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Feb. 1/88	Feb. 1/89
General Increases		4.5%	4.5%
Regular Labour		\$13.09 (\$12.53)	\$13.68
Journeyman		\$19.69 (\$18.84)	\$20.58
Senior Process Operator		\$21.28 (\$20.36)	\$22.24

Shift Premium: 8-Hour Shifts - 2%-5%-6% (unchanged).
12-Hour Shifts - 3%-5.67% (unchanged).

Prescription Safety Glasses: \$50 (\$25) per year.

Industrial Training Fund (new): Employer contributes \$60 per employee to union administered fund.

CHEMICAL AND CHEMICAL PRODUCTS

Sterling Drug Ltd. at Aurora - Local 435, Energy and Chemical Workers (CLC)
(plant and laboratory employees): Two 24-month renewal agreements effective from May 6, 1988 to May 5, 1990, covering 245 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	May 6/88	May 6/89
General Increases		4.5%	4.5%
Additional Adjustments		\$975 per year for all laboratory classifications prior to general increase	
		50¢ for Production and Maintenance Mechanic and Electrician	25¢ for Production and Maintenance Mechanic and Electrician
Packaging Operator		\$9.88 (\$9.45)	\$10.32
Production Mechanic		\$16.85 (\$15.62)	\$17.87
Lead Hand Premium:	\$1 (50¢).		
Paid Vacation:	5 weeks after 21 (23) years of service and 6 weeks after 30 years (new).		
Bereavement Leave:	Maximum 3 days' paid leave upon death of common-law spouse (new) and maximum 1 day for brother/sister/son/daughter-in-law and grandparent (new).		
Health and Welfare:	<u>Life Insurance (plant employees)</u> - Employer pays 100% of premium cost for \$25,000 benefit (unchanged) and 50% of premium costs thereafter to a total maximum benefit of 2 times annual earnings (new). <u>Weekly Indemnity (plant employees)</u> - Maximum benefit is \$400 (\$355), payable on a 1/1/4/26 (1/8/26) basis. <u>Dental</u> - Employer pays 85% of premium costs for major restorative coverage, with 50%-50% co-insurance and a maximum annual claim of \$2,000 per person (new). Coverage is based on the 1987 (1986) ODA fee schedule. Effective January 1, 1989, the 1988 ODA fee schedule.		
Severance Pay:	4 weeks' pay plus 1 week's pay per year of service (new).		

FORESTRY

Abitibi-Price Inc., Lakehead Woodlands Division at Thunder Bay - Local 2693, Woodworkers-Canada* (AFL-CIO/CLC): A 36-month renewal agreement effective from September 1, 1987 to August 31, 1990, covering 250 employees, settled with mediation assistance. Duration of negotiations - 7 months.

* Previously Carpenters (AFL-CIO).

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
	Increases			
	Hourly Rates	25¢	45¢	4.5%
	Piecework Rates	1%	1.5%	4.5%
	General Labourer	\$15.16 (\$14.91)	\$15.61	\$16.31
	Class A Trades	\$18.81 (\$18.56)	\$19.26	\$20.13

Monthly Rates
(40 hours per week)

Maintenance Electrician	\$3,279.15 (\$3,235.82)	\$3,357.15	\$3,508.22
-------------------------	----------------------------	------------	------------

Lump Sum Payment: \$500 to each employee, pro-rated based on service, in lieu of retroactivity.

Shift Premium: 0-45¢-55¢ (0-40¢-50¢).

Health and Welfare: Life Insurance - Effective June 1, 1988, benefit is \$40,000 (\$30,000).

Weekly Indemnity - Effective June 1, 1988, maximum benefit is \$370 (\$325). Effective September 1, 1988, \$385. Effective September 1, 1989, \$400.

OHIP, Semi-Private Hospitalization, and Drugs - Employer pays \$41.41 (\$36.55) per month for single coverage and \$87.85 (\$75.82) per month for family coverage. Effective September 1, 1989, employer pays then current premium costs.

Dental - Coverage continues to be based on previous year's ODA fee schedule.

Pension Plan: Defined Contribution Plan: Effective June 1, 1988, employer contributes \$45 (\$30) per month per employee, with an additional \$45 (\$30) conditional on the employee contributing \$45 (\$30).

Defined Benefit Plan - Early Retirement - Effective June 1, 1988, employee aged 58 with 20 years of service may elect to retire with accrued entitlement (new). Employee under 58 who elects early retirement receives a reduced benefit as follows:

<u>Retirement Age</u>	<u>% of Regular Pension Benefit</u>
55	76%
56	84%
57	92%

Severance Pay: 1 week's pay per year of service to a maximum 30 weeks for employee with 3 or more years of service terminated due to technological change (new). Employee waives recall rights.

Protective Clothing Subsidy: Effective May 25, 1988, employer will sell to employee safety pants at \$12 (\$9), safety gloves at \$7 (\$6), safety boots at \$15 (\$12) and ballistic nylon safety boots at \$21 (new) below invoice price.

Travel Allowance: Effective June 1, 1988, \$8.78 (\$8.61), \$14.08 (\$13.80) and \$17.57 (\$17.23) for travel to Camps 230, 300 and 40 respectively. Effective September 1, 1989, \$8.96, \$14.36 and \$17.92. Effective September 1, 1989, \$9.14, \$14.65 and \$18.28.

Power Saw Rental: Employer pays to day workers using own saws \$11 (\$10) per 8-hour day for felling and limbing and \$12 (\$11) per day for bucking at a landing on a skidding operation.

Commuting Allowance: Effective May 26, 1988, \$8.59 (\$8.42) per day for employees providing their own transportation to the work disembarking point. Effective September 1, 1988, \$8.76 and September 1, 1989, \$8.94.

Canadian Pacific Forest Products Limited, previously Great Lakes Forest Products Limited, Thunder Bay Woodlands Operations - Local 2693, Woodworkers-Canada* (AFL-CIO/CLC): A 36-month renewal agreement effective from September 1, 1987 to August 31, 1990, covering 800 employees, settled with mediation assistance. Duration of negotiations - 6½ months.

* Previously Carpenters (AFL-CIO).

Wages:	Effective	May 18/88	Sept. 1/88	Sept. 1/89
General Increases		25¢	45¢	4.5%
<u>Hourly Rates</u>				
Labourer, General		\$15.16 (\$14.91)	\$15.61	\$16.31
Mechanic "A" Class		\$18.81 (\$18.56)	\$19.26	\$20.13

Lump Sum Payment: \$500 in lieu of retroactivity, pro-rated for months worked since September 1, 1987.

Shift Premium: 0-45¢-55¢ (0-40¢-50¢).

The following changes are effective June 1, 1988, unless stated otherwise.

Health and Welfare: Life Insurance - Benefit is \$40,000 (\$30,000).

Weekly Indemnity - Benefit is \$370 (\$345). Effective September 1, 1988, \$385. Effective September 1, 1989, \$400.

OHIP, Semi-Private Hospitalization, and Drugs - Employer pays \$41.54 (\$39.51) per month for single coverage and \$88.01 (\$83.12) per month for family coverage. Effective September 1, 1989, the then current premium costs.

Dental - Coverage is based on the 1986 (1985) ODA fee schedule. Effective September 1, 1988 and 1989, the 1987 and 1988 ODA fee schedules respectively.

Pension Plan: Employer Contribution - \$45 (\$30) per month per employee plus an additional \$45 (\$30) conditional on the employee contributing \$45 (\$30).

Severance Pay: Effective May 18, 1988, 1 week's pay per year of service to a maximum 30 years for employee with 3 or more years of service who terminates with no job due to mechanization, technological change or automation (new). Employee waives recall rights.

Protective Clothing Subsidy: Effective May 18, 1988, employer will sell to employee safety pants at \$12 (\$9), safety boots at \$15 (\$12) and ballistic nylon boots at \$20 (\$17), below invoice price.

Travel Allowance: Effective May 18, 1988, current allowances increased by 2%. Effective September 1, 1988, a further 2% increase. Effective September 1, 1989, a further 2% increase.

Power Saw Rental: Employer pays to day workers \$11 (\$10) per 8 hour day when felling and limbing and \$12 (\$11) when bucking at a landing on a skidding operation.

MINES

Inco Limited, Ontario Division at Port Colborne and Sudbury - Locals 6200 and 6500, United Steelworkers (AFL-CIO/CLC): Two 36-month renewal agreements effective from June 1, 1988 to May 31, 1991, covering 6,200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/88</u>	<u>June 1/89</u>	<u>June 1/90</u>
COLA Fold-in		\$1.42		
General Increase		\$1		
Job Class Increment		20¢ (19¢)	21¢	22¢
Job Class 2 (Labourer)		\$14.35 (\$11.92)	\$14.36	\$14.37
Job Class 19 (Electrician 1st Class)		\$17.75 (\$15.15)	\$17.93	\$18.11

Previous rates reflect \$1.54 COLA folded in during the previous agreement.

COLA: \$1.45 COLA was generated under the previous agreement; \$1.42 is folded in June 1, 1988, 1¢ is diverted to the Union Humanity Fund, and 2¢ is diverted to the Union Education Fund.

1¢ per 0.35 point change in the CPI - 1961=100, using the April 1988 index as the base. Adjusted quarterly and folded in June 1, 1989 and 1990. (Basic formula is unchanged. Previously, folded in at end of agreement.)

Effective June 1, 1989 and 1990, COLA advances of 25¢ each to be added to the float, offset at the rate of 6¢ per quarter except 7¢ in the last quarter of each year.

Nickel Price Bonus: 10¢ plus 1¢ for each cent the average realized price per pound of nickel (ARPN) exceeds \$2.25 (U.S.) times the number of hours worked in the quarter. (Previously, 15¢, 25¢ or 35¢ per hour

worked at \$2.50, \$2.70 and \$2.90 (U.S) ARPN respectively. Previous formula generated 15¢ in the last quarter of 1987 and 35¢ in the first quarter of 1988). New formula applied to the second quarter of 1988 generated \$3.26 per hour worked.

Shift Premium: 0-40¢-50¢ (0-30¢-35¢).

Sunday Premium: \$1 per straight time hour worked (unchanged) and \$1 (25¢) per overtime hour worked.

Pay for Work on Paid Holidays: Applicable paid holiday rate plus full (partial) holiday pay.

Vacation Bonus: \$135 per week of vacation entitlement. (Previously, \$75 per week of vacation actually taken.)

Health and Welfare: Life Insurance - Benefit is \$25,000 (\$15,000).

AD & D - Benefit is \$10,000 (\$5,000).

Weekly Indemnity - Benefit is \$360 (\$340), payable for 104 (52) weeks. Effective June 1, 1989, \$380. Effective June 1, 1990, \$400.

LTD - Employee with 1 (3) year of service is eligible for benefits.

Vision (new) - Effective July 1, 1988, employer pays 100% of premium costs. Maximum claim is \$150 every 2 years per employee, spouse, and child under 19 years.

Dental - Orthodontic services added, with 50%-50% co-insurance and a maximum lifetime claim of \$1,500 per family member (new). Periodontic and endodontic services added (new). Coverage is based on the 1988 (1985) ODA fee schedule.

Continuation of Benefits - Changes in dental and vision shown above apply to retirees, spouses and survivors.

Crown Witness Leave (new): Employee receives the difference between regular pay and fees received.

Bereavement Leave: Maximum 3 days' paid leave upon death of daughter/son-in-law (new).

Paid Union Leave: Employer pays to union the equivalent of one Job Class 20 for 40 hours per week for union workers' compensation officer (new).

Pension Plan: New plan introduced to replace current basic and alternate benefits.

Basic Benefit - For retirements effective June 1, 1988, \$28 (\$20) per month per year of service. Effective June 1, 1989, \$29. Effective June 1, 1990, \$30.

Bridging Benefit - For retirements effective June 1, 1988, \$16 per month per year of service. Effective June 1, 1989, \$17. Effective June 1, 1990, \$18.

Disability Supplement - \$8 (\$6) per month per year of service. Effective June 1, 1989, \$8.50. Effective June 1, 1990, \$9.

Early Retirement - Employee aged 55 with 20 years of service may elect to retire on pension reduced by 2.5% (5%) per year of early retirement.

30-and-Out (new) - Employee with 30 years of service may retire on full pension, regardless of age.

Pension Indexing (new) - For retirements effective in 1988 and later, annual adjustments in lifetime benefits from 1% to 5% depending on the annual increase in the CPI from 1% to 7% or more, payable at age 65 or 3 years after retirement for pre-age 65 retirees. For pre-1988 retirees, indexing for 5 years from July 1988 to July 1993, with the first payment in July 1989.

Special Survivor Fund (new) - \$1 million jointly administered fund established to provide benefits and assistance to surviving spouses of retirees who died prior to 1972.

Technological
Change:

1 week's pay per year of service to a maximum 26 weeks' pay for employee with 1 (3) year of service who is laid off for more than one year due to technological change.

TRANSPORTATION

Air Canada, system-wide - Local 4, Canadian Union of Public Employees* (CLC) (flight attendants): A 36-month renewal agreement effective from September 1, 1987 to August 31, 1990, covering 1,244 Ontario employees, settled at the bargaining stage. Duration of negotiations - 6 months.

* Previously Air Line Flight Attendants (CLC).

Wages:	Effective	Sept. 1/87	Sept. 1/88	Sept. 1/89
	General	4%	4%	5%
	Increases			
	Flight Attendant	\$18.21-\$33.63 (\$17.51-\$32.34)	\$18.94-\$34.98	\$19.89-\$36.73
	Flight Service** Director B-747	\$46.39 (\$44.61)	\$48.25	\$50.66

Maximum rate for Flight Attendant is reached after 8 years.

** Classification to be eliminated through attrition.

Health and
Welfare:

Vision - Employer pays 100% of premium costs. Maximum claim is \$90 per person every 2 years.

Pension Plan:

Early Retirement - Employee aged 57 may retire with accrued entitlement (new).

Pension Indexing (new) - Effective January 1, 1988, the amount of COLA paid annually from 1988 to 1992 is equal to 50% of the annual increase in the CPI, to a maximum payment of 4%.

Hendrie Transportation Inc., previously Hendrie and Company Limited, province-wide - Local 268, Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from April 1, 1988 to March 31, 1990, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	General Increases	5.5%	5%
	Additional Adjustment	90¢ for Mechanic	
	Truck Driver	\$12.75 (\$12.09)	\$13.39
	Mechanic	\$15.70 (\$14.03)	\$16.49

Mileage Rates - 6 Axles - 29.2¢ (28.2¢) per mile. Effective April 1, 1989, 30.2¢.

Health and Welfare: Life Insurance - Benefit is \$20,00 (\$15,000).

All-Way Transportation Corporation, Wheel-Trans Division at Toronto - Local 113, Transit Union (Intl.) (AFL-CIO/CLC): Two 12-month renewal agreements effective from January 1, 1988 to December 31, 1988, covering 235 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	75¢	50¢
	Driver	\$12.12 (\$11.37)	\$12.62
	Mechanic	\$14.01 (\$13.26)	\$14.51

Health and Welfare: Dental - Coverage is based on the 1987 (1983) ODA fee schedule. Effective July 1, 1988, employer pays 100% (75%) of premium costs.

Safety Shoe Allowance (Drivers)(new): \$45 per year.

Tool Allowance (Mechanics): \$75 (\$50) per year.

ELECTRIC POWER, GAS AND WATER UTILITIES

Consumers' Gas Company Ltd, previously Consumers' Gas Company, Ottawa Gas, and Provincial Gas Company at Toronto and other locations in Ontario (operating, maintenance and office employees) - Locals 001, 517 and 6720, Energy and Chemical Workers (CLC): Three 24-month renewal agreements effective from May 1, 1988 to April 30, 1990, covering 885 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	May 1/88	May 1/89
General Increases		4%	4%
	<u>Local 001</u>		
	<u>Consumers' Gas</u>		
Labourer		\$13.53-\$13.81 (\$13.01-\$13.28)	\$14.07-\$14.36
Truck Driver		\$14.47 (\$13.91)	\$15.05
Pipeline Welder		\$17.47 (\$16.80)	\$18.17
	Maximum rate for Labourer is reached after 24 months.		
Paid Holidays:	15 (14) days.		
Paid Vacation:	Employee aged 62 with 20 years of service receives an additional 2 weeks of vacation in retirement year.		
Safety Shoe Allowance:	\$40 per year for shoes and \$65 per year for safety boots.		
	The following changes apply to <u>Local 001</u> .		
Shift Premium:	0-70¢-95¢ (0-60¢-85¢).		
Standby Pay:	\$15.50 (\$13) per day except \$17 (\$16) on a statutory holiday.		
	The following changes apply to <u>Local 517</u> .		
Shift Premium:	0-70¢-90¢ (0-60¢-75¢).		
Standby Pay:	\$15.50 (\$14.50) per day except \$17 (\$15) on a statutory holiday.		
Field Work Allowance:	25¢ (20¢) per hour for Meter Reader.		
	The following changes apply to <u>Local 6720</u> .		
Shift Premium:	0-65¢-90¢ (0-60¢-85¢).		
Overtime Pay:	Time and one-half for the first 3 (5) hours of overtime and double time thereafter.		
Saturday Premium:	\$1.25 (\$1) per hour.		
Standby Pay:	\$7.50 (\$7) for the first 8 hours and an additional \$8 (\$7.50) for the next 16 hours, except \$15 for the first 8 hours on a statutory holiday and an additional \$16 for the next 16 hours (new).		

RETAIL TRADE

Boots Drug Stores (Canada) Ltd., province-wide except the Regional Municipality of Ottawa-Carleton - Locals 206, 409 and 486, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time sales employees):
A 24-month renewal agreement effective from January 5, 1988 to January 4, 1990, covering 1,070 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 5/88</u>	<u>Jan. 5/89</u>
	Increases	35¢ to top rates	35¢ to top rates
	Stock Clerk	\$5.04-\$7.70 (\$5.04-\$7.35)	\$5.04-\$8.05
	Sales Clerk	\$5.19-\$7.85 (\$5.19-\$7.50)	\$5.19-\$8.20
	Pharmacy Assistant	\$5.34-\$8.50 (\$5.34-\$8.15)	\$5.34-\$8.85

Maximum rates are reached after two 6-month increases.

Paid Vacation (part-time): 2 weeks after one year of continuous service (new).

Bereavement Leave: Full-time - 5 (4) days' paid leave upon death of spouse, child and parent and 3 days for grandchild (new).
Part-time - 5 (1) days' paid leave upon death of spouse, child and parent; 3 days for brother, sister, parent-in-law, grandparent and grandchild (new); and 1 day for brother/sister/son/daughter-in-law (new).

Sick Leave (part-time): Cumulative from year to year to a maximum of 80 hours. (Previously not cumulative.)

Health and Welfare: Dental - Effective June 5, 1988, employer contributes 13¢ (12¢) per hour worked. Effective January 15, 1989, 14¢. Effective December 31, 1989, 15¢.

Pension Plan: Employer Contribution - Effective January 1, 1988, 46¢ (41¢) per straight time hour worked to a maximum of 40 hours per week per employee. Effective December 31, 1989, 52¢.

EDUCATION AND RELATED SERVICES

Lambton County Board of Education at Sarnia - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 36-month renewal agreement effective from September 1, 1987 to August 31, 1990, covering 636 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>June 1/88</u>	<u>Sept. 1/88</u>
	General Increases	4%	1.24% non-compounded	4%

	<u>Sept. 1/87</u>	<u>June 1/88</u>	<u>Sept. 1/88</u>
Teacher- Category 1 0-5 years	\$17,481-\$24,897 (\$16,809-\$23,939)	\$17,690-\$25,194	\$18,398-\$26,202
Teacher- Category 4 0-11 years	\$21,880-\$38,836 (\$21,038-\$37,342)	\$22,141-\$39,299	\$23,027-\$40,871
Teacher- Category 7 0-11 years	\$27,471-\$49,608 (\$26,414-\$47,700)	\$27,798-\$50,200	\$28,910-\$52,208
Principal 0-2 years			
Schools with up to 15 rooms	\$53,355-\$55,625 (\$51,303-\$53,486)	\$53,992-\$56,289	\$56,152-\$58,541
Over 15 rooms	\$54,490-\$56,760 (\$52,394-\$54,577)	\$55,140-\$57,437	\$57,346-\$59,734

	<u>Feb. 1/89</u>	<u>June 1/89</u>	<u>Sept. 1/89</u>
Effective			
General Increases	.7% non- compounded	.8% non- compounded	4.25%
Teacher- Category 1	\$18,521-\$26,378	\$18,663-\$26,580	\$19,456-\$27,710
Teacher- Category 4	\$23,182-\$41,146	\$23,359-\$41,460	\$24,352-\$43,222
Teacher- Category 7	\$29,105-\$52,559	\$29,327-\$52,961	\$30,573-\$55,212
Principal Schools with up to 15 rooms	\$56,530-\$58,935	\$56,962-\$59,385	\$59,382-\$61,909
Over 15 rooms	\$57,732-\$60,137	\$58,173-\$60,596	\$60,645-\$63,171

Responsibility Allowances: Increased by 5%. Effective September 1, 1988 and 1989, increased in accordance with the general salary increases.

Extra Degree Allowances: Increased in accordance with the general salary increases.

COLA (new): 1% per 1% increase in CPI - 1981=100 from May 1989 to May 1990. Triggered at 4.25% and capped at 6%. Payable in June 1990 and folded into salaries and allowances on August 31, 1990.

Health and Welfare: OHIP, Semi-Private Hospitalization, Major Medical and Dental - Employer pays 85% (80%) of premium costs. Effective September 1, 1989, 90%.

Vision (new) - Employer pays 85% of premium costs. Maximum claim is \$80 per person every 2 years. Effective September 1, 1988, \$115. Effective September 1, 1989, 90% and \$125.

Dental - Effective April 1, 1988, 1989 and 1990, coverage is based on the 1986 (1985), 1987 and 1988 ODA fee schedules respectively. Effective September 1, 1989, employer pays 50% of premium costs for major restorative, dentures and orthodontic coverage, with 50%-50% co-insurance. Maximum claim is \$1,500 per family member per year for major restorative services and dentures and \$1,500 per lifetime for orthodontic coverage (new).

Continuation of Benefits - Effective September 1, 1988, coverage continues for up to 3 months for survivors and maximum of 17 weeks for employees on maternity leave.

Paid Preparation Time (new): Average 100 minutes per week. Effective September 1, 1988, minimum 80 minutes per week. Effective September 1, 1989, minimum 100 minutes.

Course Allowance Fund: \$8,000 (\$6,000) per year.

Ottawa Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 1,335 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Sept. 1/87	Sept. 1/88
	Average Increases	4.74%	4.58%
	Teacher-Category A1 0-10 years	\$24,649-\$40,462 (\$23,701-\$38,906)	\$25,778-\$42,315
	Teacher-Category A4 0-10 years	\$28,873-\$50,200 (\$27,630-\$47,810)	\$30,195-\$52,500
	Vice-Principal 0-3 years	\$53,847-\$58,824 (\$51,528-\$56,291)	\$56,313-\$61,518
	Principal 0-3 years	\$60,777-\$66,894 (\$58,160-\$64,013)	\$63,561-\$69,958
	Effective	Feb. 1/89	
	Average Increase	.2% non-compounded	
	Teacher-Category A1	\$25,827-\$42,396	
	Teacher-Category A4	\$30,253-\$52,600	
	Vice-Principal	\$56,421-\$61,636	
	Principal	\$63,682-\$70,092	

Responsibility Allowances: Increased by 3.5%.

Health and Welfare: Dental - Coverage is based on the 1987 (1985) ODA fee schedule.

Perth County Board of Education at Stratford - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 415 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	4.96%
	Teacher-Category D 0-6 years	\$18,836-\$26,464 (\$17,946-\$25,213)
	Teacher-Category A1 0-11 years	\$24,213-\$41,578 (\$23,069-\$39,613)
	Teacher-Category A4 0-12 years	\$29,069-\$53,000 (\$27,695-\$50,495)
	Principal-A School 0-2 years	\$59,966-\$63,271 (\$57,132-\$60,281)

Responsibility Allowances: Increased in accordance with the general salary increase.

Bereavement Leave: Maximum 3 days' paid leave upon death of brother/sister-in-law (new).

Health and Welfare: Life Insurance, OHIP, and Major Medical - Employer pays 85% (80%) of premium costs.

Dental - Employer pays 85% (70%) of premium costs.

Paid Preparation Time (new): Guarantee of a minimum of 120 minutes per 6-day cycle.

Simcoe County Board of Education at Barrie - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 1,450 employees, settled with mediation assistance. Duration of negotiations - 5½ months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4%	1.1% non-compounded
	Teacher Category D 0-6 years	\$17,327-\$24,846 (\$15,547-\$22,679)	\$17,510-\$25,108
	Teacher Category A1 0-11 years	\$23,159-\$40,219 (\$22,269-\$38,109)	\$23,404-\$40,644
	Teacher Category A4 0-11 years	\$28,347-\$50,305 (\$27,257-\$48,370)	\$28,647-\$50,837
	Curriculum Officer 0-2 years	\$54,136-\$56,160 (\$52,054-\$54,000)	\$54,709-\$56,754
	Principal "A" School 0-4 years	\$56,156-\$60,795 (\$53,966-\$58,457)	\$56,750-\$61,438

Effective	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>
General Increases	4%	1% non-compounded
Teacher Category D	\$19,425-\$27,435	\$19,612-\$27,699
Teacher Category A1	\$25,378-\$42,270	\$25,621-\$42,676
Teacher Category A4	\$30,400-\$52,870	\$30,692-\$53,378
Curriculum Officer	\$56,897-\$59,024	\$57,443-\$59,591
Principal "A" School	\$59,020-\$63,896	\$59,588-\$64,510

Responsibility Allowances:

	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
Principal "B" School	\$1,348 per full time equivalent teacher (FTE)*	\$1,362 per FTE

	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>
Principal "B" School	\$1,416 per FTE	\$1,430 per FTE

* Previously, salary of \$52,107-\$56,549 for 0-4 years of service.

All other allowances increased in accordance with the general salary increases.

Extra Degree Allowance:

Increased in accordance with the general salary increases.

Health and Welfare:

Dental - Effective September 1, 1988, employer pays 70% (50%) of premium costs. Effective January 1, 1988, coverage is based on the 1986 (1985) ODA fee schedule. Effective January 1, 1989, the 1987 ODA fee schedule.

Paid Preparation Time (new):

Effective September 1, 1988, 100 minutes per week. Effective September 1, 1989, 120.

Professional Development Fund:

\$101,742 (\$98,672). Effective September 1, 1988, \$121,777.

HEALTH AND WELFARE SERVICES

Toronto Hospital, Toronto General Division, previously Toronto General Hospital - Local 2001, Canadian Union of Public Employees (CLC) (part-time service employees): A 48-month first agreement effective from September 29, 1985 to September 29, 1989, covering 275 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 32 months.

Wages:

Effective	<u>Sept. 29/85</u>	<u>Sept. 29/86</u>
General Increases*	5%	4.5%
Housekeeping Aide	\$9.33-\$9.66 (\$8.89-\$9.20)	\$9.75-\$10.09

	<u>Sept. 29/85</u>	<u>Sept. 29/86</u>
Licensed Electrician	\$13.00-\$13.32 (\$12.38-\$12.69)	\$13.58-\$13.92

Maximum rates are reached after 1 annual increase.

* Wage rates for 1987 and 1988 are similar to those negotiated for full-time employees.

Payment in Lieu of Fringe Benefits: 14% of straight time rate.

Other monetary provisions are comparable to those currently provided to full-time service employees.

Visiting Homemakers Association at Toronto - Local 204, Service Employees International (AFL-CIO/CLC)(full-time and part-time employees): A 13-month first agreement effective from May 28, 1988 to June 30, 1989, with wages retroactive to January 1, 1988, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/88</u>
	General Increase	25¢
	Homemaker I	\$6.30 (\$6.05)
	Homemaker V	\$7.85 (\$7.60)
Hours of Work:	8 hours per day and 40 hours per week, Monday to Friday.	
Weekend Work:	Employees are required to be available for weekend work 5 times in a calendar year.	
Paid Rest Periods:	Two 15-minute rest periods and a ½-hour lunch break when working 8 hours; two 15-minute rest periods when working 4-8 hours; and one 15-minute rest period when working less than 4 hours.	
Overtime Pay:	Time and one-half after 40 hours per week. Double time on the seventh consecutive day worked.	
Call-In Pay:	Minimum 4 hours' pay at time and one-half except where instructed to report early for a previously scheduled work assignment.	
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for a total of 9 days.	
Pay for Work on Paid Holidays:	Time and one-half for all hours worked.	
Paid Vacation:	3 weeks after 3 years of service, and 4 weeks after 10 years.	
Bereavement Leave:	Up to 3 days' paid leave upon death of spouse, parent, child, brother, sister, son/daughter/brother/sister-in-law, grandparent	

or grandchild.

Jury and Witness Leave:	Employee receives the difference between regular daily wages and fees received.
Sick Leave (full-time):	48 hours per full year.
Educational Leave:	Paid leave for prescribed training courses.
Injury on Duty Pay:	Employee receives full wages for the day the injury occurred.
Meal Allowance:	\$6 after 3 hours of overtime.
Travelling Allowance:	Single TTC fare when scheduled to work 2 assignments in a day.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (scientific and professional services category): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 4,598 employees, settled at the bargaining stage. Duration of negotiations - 6½ months.

Wages:	Effective	<u>Jan. 1/88</u>
	General Increase	4.599%

Additional Adjustments

Effective January 1, 1988, additional 2% for Occupational Therapist 1-3 and Staff Pharmacist and 2.5% effective July 1, 1988.

Effective January 1, 1988, additional 1% for Psychologist 1.

Effective April 1, 1988, for all nurse classifications, the first step on salary ranges is deleted and a new step is added 3.1% higher than the previous maximum.

<u>Weekly Rates</u>	<u>Jan. 1/88</u>	<u>Apr. 1/88</u>
Psychometrist 1, 3 year B.A. 36.25 hours per week	\$475.53-\$563.10 (\$454.62-\$538.34)	\$475.53-\$563.10
Nurse 2, General 40 hours per week	\$606.73-\$693.00 (\$580.05-\$662.53)	\$618.86-\$714.48
Psychologist 3 36.25 hours per week	\$983.96-\$1,233.71 (\$940.70-\$1,179.47)	\$983.96-\$1,233.71

LOCAL ADMINISTRATION

North York City Corporation - Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 650 employees, settled by arbitration. Duration of negotiations - 17 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Oct. 1/87</u>
	General Increases	5%	.8%
	<u>Annual Rates</u>		
	Fire Fighter 4th Class	\$29,657 (\$28,245)	\$29,895
	Fire Fighter 1st Class	\$39,543 (\$37,660)	\$39,860
	Platoon Chief	\$59,315 (\$56,490)	\$59,790
Health and Welfare:	<u>Dental</u> - Effective July 1, 1988, coverage is based on the 1987 (1986) ODA fee schedule.		
Mileage Allowance:	26¢ (25¢) per kilometre. Effective July 1, 1988, 27¢.		

Windsor City Corporation - Local 82, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 320 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	General Increases	4.5%	4.5%
	Additional Adjustments	Some reclass- ifications	
	Labourer	\$12.93 (\$12.37)	\$13.51
	Electronic Technician	\$18.49 (\$17.69)	\$19.32

Shift Premium:	0-40¢-40¢ (0-35¢-35¢).		
Stand-by Pay:	\$40 (\$30) per week for employees on winter stand-by.		
Paid Vacation:	Effective January 1, 1988, 4 weeks after 10 (11) years of service and 6 weeks after 26 (29) years.		
Health and Welfare:	<u>Vision</u> - Maximum claim is \$100 (\$80) per person every 2 years.		
	<u>Dental</u> - Employer pays 100% of premium costs for caps, crowns and bridges, with 50%-50% co-insurance and a maximum annual claim of \$2,000 per person (new).		
	<u>Continuation of Benefits</u> - Benefits continue for up to 4 (2) months for employee on lay-off.		

Meal Allowance: \$5.50 (\$3.50).

Mileage Allowance: Effective June 1, 1988, 30¢ (25¢) per kilometre.

Tool Allowance: \$20 (\$15) per month for designated trades.

CONSTRUCTION

Labourers Employer Bargaining Agency for the Ontario General Contractors Association Labour Relations Bureau, Ontario Masonry Contractors Association, Industrial Contractors Association of Canada, Waterproofing Contractors Association of Ontario, Concrete Floor Contractors Association of Ontario, province-wide - Ontario Provincial District Council, Labourers (AFL-CIO) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 16,000 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Package:	Effective	<u>May 2/88</u>	<u>May 1/89</u>
	Increases		
	Toronto	\$1.50	\$1.50
	Oshawa and Hamilton	\$1.15	\$1.20
	All Other Areas	\$1	\$1

MASTER PORTION

General Labourer	\$19.54	\$20.54
Local 527, Prescott	(\$18.54)	
Group A, Labourer,	\$22.65	\$24.15
Local 506, Toronto	(\$21.15)	

B. ONTARIO MASONRY CONTRACTORS APPENDIX (ALL LOCALS)

MASONRY TENDER

Local 597, Peterborough	\$19.87 (\$18.87)	\$20.87
Local 506, Toronto	\$22.76 (\$21.26)	\$24.26

C. CONCRETE FLOOR CONTRACTORS ASSOCIATION OF ONTARIO

CEMENT MASON

Local 837, Niagara and Hamilton	\$22.76 (\$21.61)	\$23.96
Local 506, Toronto	\$23.88 (\$22.38)	\$25.38

D. WATERPROOFING CONTRACTORS APPENDIX

JOURNEYMAN

Local 506,	\$23.70	\$25.20
Toronto	(\$22.20)	

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds; and training fund - 10¢ for Local 506, 5¢ for Local 597, and 50¢ for Local 837.

Metropolitan Toronto Road Builders' Association at OLRB Area 8 - Local 183, Labourers and Local 230, Teamsters (AFL-CIO): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 700 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Package:	Effective	<u>May 30/88</u>	<u>May 1/89</u>
	General Increases	\$1.50	\$1.50
	<u>Labourers</u>		
	Labourer	\$20.48 (\$18.98)	\$21.98
	Pipe Layer	\$21.08 (\$19.58)	\$22.58
	<u>Teamsters</u>		
	Truck Driver	\$20.48 (\$18.96)	\$21.98
	Float Driver	\$20.76 (\$19.26)	\$22.26

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and 7¢ to the Local 183 training fund.

Lump Sum Settlement Payment: \$1.25 per hour worked from May 1, 1988 to May 29, 1988.

Welfare Fund: Effective May 1, 1989, employer contributes \$1.25 (\$1.20) per hour worked.

Pension Fund: Effective May 30, 1988, employer contributes 70¢ (60¢) per hour worked. Effective May 1, 1989, 80¢.

Training Fund (Local 183): Effective May 1, 1989, employer contributes 10¢ (7¢) per hour worked.

Travel Allowance: 26¢ (24¢) per kilometre one way when travelling between 40-80 km from Toronto City Hall. Effective May 30, 1989, 30¢.

Board Allowance: \$45 (\$32.50) per day to a maximum of \$225 (\$162.50) per week when required to stay away overnight.

Heavy Construction Association of Toronto (Heavy Constuction, TTC Subway Tunnel and Field Precast Manufacturing Operations) at OLRB Area 8 - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 500 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Package:	Effective	<u>May 30/88</u>	<u>Nov. 1/88</u>	<u>May 1/89</u>
	Increases	\$1.50		\$1.50
	Additional Adjustments for Formbuilder, Erector and Welder		25¢	50¢
	General Labourer - Field Precast Manufacturing Operations	\$20.81 (\$19.31)		\$22.31
	Slush Driver - Tunnel Work	\$23.82 (\$22.32)		\$25.32

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and 7¢ to the training fund.

Lump Sum Settlement Payment: \$1.25 per hour worked from May 1, 1988 to May 29, 1988.

Welfare Fund: Effective May 1, 1989, employer contributes \$1.25 (\$1.20) per hour worked.

The following changes are effective May 30, 1988, unless stated otherwise.

Pension Fund: Employer contributes 80¢ (70¢) per hour worked. Effective May 1, 1989, 90¢.

Training Fund: Employer contributes 10¢ (7¢) per hour worked.

Travel Allowance: 28¢ (25¢) per kilometre when providing own transportation in 50-100 km radius of Toronto City Hall. Effective May 1, 1989, 30¢.

Board Allowance: Maximum \$45 (\$35) daily when required to be away overnight. Effective May 1, 1989, \$50.

Metropolitan Toronto Sewer and Watermain Contractors Association at OLRB Area 8 - Local 793, International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 600 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	Increases		
	Self-Propelled Rollers		\$1
	Oilers, Greasers and Mechanics' Helpers	\$1	\$1

	<u>May 1/88</u>	<u>May 1/89</u>
All other classifications	\$1.50	\$1.50
<u>Open Cut Work</u>		
Serviceman on Self-Propelled Roller	\$20.55 (\$20.55)	\$21.55
Crane Operator	\$23.96 (\$22.46)	\$25.46

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, and 13¢ to training fund.

Shift Premium	0-\$1.70-\$1.70 (0-\$1.20-\$1.20).
Compressed Air Premium:	Increased by 50¢ per lb.
Welfare Fund:	Employer contributes 70¢ (65¢) per hour worked. Effective May 1, 1989, 75¢.
Board Allowance:	Maximum \$50 (\$40) per day and \$250 (\$200) per week when required to stay away overnight.
Travel Allowance:	30¢ (26¢) per kilometre one way when providing own transportation in 50-100 km radius of Toronto City Hall.

Metropolitan Toronto Sewer and Watermain Contractors Association at OLRB Area 8 - Local 183, Labourers and Local 230, Teamsters (AFL-CIO): A 23-month renewal agreement effective from May 30, 1988* to April 30, 1990, covering 1,200 employees, settled with mediation assistance. Duration of negotiations - 4 months.

* Previous agreement expired April 30, 1988.

Package:	<u>Effective</u>	<u>May 30/88</u>	<u>May 1/89</u>
General Increases		\$1.50	\$1.50
Additional Adjustment		5¢ for Float Driver	

Labourers

Labourer (open cut)	\$20.75 (\$19.25)	\$22.25
Miner (tunnel work)	\$22.95 (\$21.45)	\$24.45

Teamsters

Dump Truck Driver (open cut)	\$20.54 (\$19.04)	\$22.04
Fuel Truck Driver (tunnel work)	\$21.22 (\$19.72)	\$22.72

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and 22¢ to the Local 183 training fund.

Lump Sum Settlement Payment: \$1.25 per hour worked in May 1988.

Underground Work Premium (new): 50¢ per hour. Effective May 1, 1989, \$1.

Welfare Fund: Effective May 1, 1989, employer contributes \$1.25 (\$1.20) per hour worked.

Pension Fund: Employer contributes 65¢ (50¢) per hour worked. Effective May 1, 1989, 80¢.

Training Fund (Local 183): Effective May 1, 1989, 25¢ (22¢) per hour worked.

Travel Allowance: 30¢ (24¢) per kilometre one way when providing own transportation in 50-100 km radius from Toronto City Hall.

Board Allowance: Maximum \$50 (\$30) per day and \$250 (\$150) per week when required to stay away overnight.

Tool and Clothing Insurance : \$200 (\$175) for loss of tools or clothing due to fire or theft.

Architectural Glass and Metal Contractors Association, province-wide - Painters (AFL-CIO/CFL) (industrial, commercial and institutional construction):
A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 1,133 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>	<u>Jan. 1/90</u>
Increases				

Toronto and Oshawa	\$1.50	\$1.50	
Ottawa	\$1.20	\$1.20	
Hamilton	\$1.20	\$1.20	60¢
Kitchener	\$1.10	\$1.10	
Thunder Bay, London, Chatham, Sarnia	\$1.05	\$1.05	
Windsor	\$1	\$1	
Kingston	95¢	95¢	
Sault Ste. Marie and Sudbury	90¢	90¢	

Journeyman Glazier

Local 1919, Sault Ste. Marie	\$18.83 (\$17.93)	\$19.73
Local 1819, Toronto	\$24.55 (\$23.05)	\$26.05

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Mileage Allowance: 25¢ (20¢) per kilometre.

Board Allowance: \$5 (\$4) for breakfast, \$6 (\$5) for lunch and \$11 (\$10) for dinner when away overnight.

Travelling Zone Allowance: Local 1819 - \$2 per day for 0-24 kilometres (previously, free for 0-8 km., \$1.75 for 9-16 km., and \$2.50 for 17-24 km.)

Cement Masons Employer Bargaining Agency for the Ontario General Contractors Association Labour Relations Bureau, Waterproofing Contractors Association of Ontario, Concrete Floor Contractors Association of Ontario, and Industrial Contractors Association of Canada - province-wide - Ontario Provincial Conference, Plasterers (AFL-CIO/CFL) (cement masons) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Package:	Effective	<u>May 30/88</u>	<u>May 1/89</u>
	Increases		
	Toronto	\$1.50	\$1.50
	Ottawa	\$1.25	\$1
	All other areas	\$1	\$1
	<u>Journeyman Cement Mason</u>		
	Local 151, London	\$21.50 (\$20.50)	\$22.50
	Local 598, Toronto	\$23.70 (\$22.20)	\$25.20

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Pension Fund (Local 598): Employer contributes \$1.28 (\$1.08) per hour worked.

Travel Allowance: 21¢ (16¢) per kilometre when travelling beyond the 32 kilometre radius free zone. 18¢ for floor finishers in Toronto who travel 24.32 kms (new). 25¢ (21¢) per kilometre beyond the free zone when required to use personal vehicle.

Board Allowance: \$36 (\$32) per day when required to stay away overnight. Effective May 1, 1989, \$40.

Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario, province-wide - Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction): A 23-month renewal agreement effective from May 24, 1988* to April 30, 1990, covering 10,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

* Previous agreement expired April 30, 1988.

Wages:	Effective	<u>May 24/88</u>	<u>May 1/89</u>
	General Increases	\$2	\$1
	<u>Journeyman Electrician</u>		
	Local 402, Thunder Bay	\$25.93 (\$23.93)	\$26.93
	Local 353, Toronto	\$27.06 (\$25.06)	\$28.06
	Local 105, Hamilton	\$27.38 (\$25.38)	\$28.38

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds; and 2¢ to the education and training Fund, 2¢ to the CCO fund and 1¢ to the promotional fund for Local 353.

Metropolitan Toronto Demolition Contractors Inc., province-wide - Ontario Provincial District Council, Labourers (AFL-CIO) (industrial, commercial, institutional and residential construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 400 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Package:	Effective	<u>May 21/88</u>	<u>Nov. 1/88</u>	<u>May 1/89</u>	<u>Nov. 1/89</u>
	Increases				
	Local 506, Toronto	80¢	70¢	60¢	40¢
	Sarnia and Sault Ste. Marie	\$1		\$1	
	All other areas	55¢	40¢	45¢	40¢
	<u>Local 506, Toronto</u>				
	Labourer	\$14.96 (\$14.16)	\$15.66	\$16.26	\$16.66
	Truck Driver and Machine Operator	\$16.17 (\$15.37)	\$16.87	\$17.47	\$17.87

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Travel Allowance: Local 506, Toronto and Local 607, Thunder Bay - \$5.50 (\$5) per hour to and from project when away for an extended period of time and returning at least once every three weeks.

Meal Allowance (Local 607): \$20 (\$15) per day when working outside free zone.

Metropolitan Toronto Plumbing and Heating Contractors Association, a division of the Mechanical Contractors Association, OLRB Area 8 - Local 46, Plumbers, Residential Division (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 700 employees, settled in the post conciliation bargaining stage. Duration of negotiations - 3 months.

Package:	Effective	<u>May 17/88</u>	<u>May 1/89</u>
	General Increases	\$2.50	\$1.50
	Journeyman	\$27.89 (\$25.39)	\$29.39

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, SUB, 12¢ to training and 2¢ to promotion funds.

Pension Fund: Effective September 1, 1988, employer contributes \$1.75 (\$1.50) per hour earned. Effective May 1, 1989, \$2.05.

Millwrighting Contractors Association of Ontario Inc., province-wide - Millwright District Council, Carpenters (AFL-CIO) (industrial, commercial and institutional construction): A 23½-month renewal agreement effective from May 15, 1988* to April 30, 1990, covering 2,000 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Previous agreement expired April 30, 1988.

Package:	Effective	<u>May 15/88</u>	<u>May 1/89</u>
	General Increases	\$1.50	\$1.50
	Journeyman Millwright	\$25.99 (\$24.49)	\$27.49

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, 5¢ to apprentice training, 5¢ to apprentice assistance, 10¢ to district council promotion and 5¢ to industry funds.

Pension Fund: Employer contributes \$2.11 (\$1.89) per hour earned. Effective May 1, 1989, \$2.24.

Ontario Erectors Association Inc., province-wide - Various Locals, Structural Iron Workers (AFL-CIO) (steel erectors) (industrial, commercial and institutional construction): A 23½-month renewal agreement effective from May 16, 1988* to April 30, 1990, covering 4,500 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Previous agreement expired April 30, 1988.

Package:	Effective	<u>May 16/88</u>	<u>May 1/89</u>
	General Increases	\$1.50	\$1.50

May 16/88

May 1/89

Journeyman Ironworker,
Rigger, Welder and
Fence Erector

Local 759, Thunder Bay	\$25.48 (\$23.98)	\$26.98
Local 721, Toronto	\$26.07 (\$24.57)	\$27.57

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, 2¢ to district council, and 5¢ for Local 721/2¢ for Local 759 to trade improvement funds.

Welfare Fund: Employer contributes \$1.65 (\$1.50) per hour worked.

Pension Fund: Employer contributes to Local 700, \$2.70 (\$1.70) per hour worked; Local 721, \$2.50 (\$2); Local 736, \$2 (\$1); Local 759, \$3 (\$1.65); Local 765, \$2 (\$1.25); and Local 786, \$2.75 (\$2.46).

Ontario Industrial Roofing Contractors Association, province-wide - Ontario Conference, Sheet Metal Workers, Roofers Section (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 1,500 employees, settled with mediation assistance. Duration of negotiations - 1 month.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	Increases		
	Toronto and Hamilton	\$1.50	\$1.50
	All other areas	\$1.25	\$1.25
	<u>Roofer #2</u>		
	Local 504, Sault Ste. Marie	\$19.54 (\$18.29)	\$20.79
	Local 30, Toronto	\$23.32 (\$21.82)	\$24.82

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, 5¢ to the Roofers Promotion Fund and 8¢ to the Industry Fund.

Pitch Premium: \$1 (75¢) per hour for work on pitched roofs. Effective May 1, 1989, \$1.25.

Meal Allowance: \$4 (\$3) after 2 hours of overtime.

Mileage Allowance: 23¢ (22¢) per kilometre for travel outside jurisdiction. Effective May 1, 1989, 25¢.

Board Allowance: \$34.50-\$40 per day. (Previously, \$33-\$213 for 1-7 days.)

Bereavement Fund
Local 30, Toronto
(new): Employer contributes 1¢ per hour worked.

Ontario Masonry Industry Employers Council, province-wide - Ontario Provincial Conference, Bricklayers International (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 4,000 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	May 4/88	May 1/89
	General Increases	\$1.50	\$1.50
	<u>Journeyman Bricklayer</u>		
	Local 8, Barrie	\$24.48 (\$22.98)	\$25.98
	Local 2, Toronto	\$25.81 (\$24.31)	\$27.31

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and SUB funds.

Travel Allowance: Effective May 4, 1988, 29¢ (27¢) per kilometre when employee provides own transportation beyond free travel zone. Effective May 1, 1989, 30¢.

Board Allowance: Effective May 4, 1988, \$46 (\$43) per day. Effective May 1, 1989, \$48.

Ontario Master Insulators' Association Inc., province-wide - Local 95, Asbestos Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction and maintenance): Two 23-month renewal agreements effective from June 3, 1988* to April 30, 1990, covering 1,000 employees, settled with mediation assistance. Duration of negotiations - 3 months.

* Previous agreements expired April 30, 1988.

Package:	Effective	June 3/88	May 1/89	Nov. 1/89
	General Increases**	\$1.50	\$1.50	
	Additional Adjustment (Zone 3)			15¢
	Mechanic Zone 3 (includes eastern Ontario)	\$23.83 (\$22.33)	\$25.33	\$25.48
	Mechanic Zone 1 (includes central and southwestern Ontario)	\$25.85 (\$24.35)	\$27.35	\$27.35

** Maintenance employees receive 90% of the corresponding ICI hourly rates.

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, 5¢ to the living allowance and 5¢ to the apprenticeship funds.

Welfare Fund (Zone 1):	Employer contributes \$1.25 (75¢) per hour.
Pension Fund (Zone 1):	Employer contributes \$1.45 (\$1) per hour. Effective May 1, 1989, \$1.60.
Travel Allowance:	Effective May 1, 1988, \$5-\$14 (\$4-\$13) per working day when travelling 10-50 miles from Travel Free Zone. \$17.50 (\$15) when travelling over 50 miles and returning home daily. Effective May 1, 1989, \$20.
Living Allowance:	Effective May 1, 1988, \$45 (\$40) per day. Effective May 1, 1989, \$50.

Ontario Mechanical Contractors Association, province-wide - Ontario Pipe Trades Council, Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 12,000 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	General Increases	\$1.50	\$1.50
	<u>Journeyman Plumber</u>		
	Local 508, Sault Ste. Marie	\$24.47 (\$22.97)	\$25.97
	Local 46, Toronto	\$26.79 (\$25.29)	\$28.29

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, SUB, 4¢ to promotion fund and training fund - 15¢ for Local 508, 10¢ for Local 46.

Welfare Fund:	Employer contributions per hour earned:		
	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	<u>Local</u>		
67		\$1.25 (\$1.15)*	\$1.25
221 & 71		\$1.10 (\$1.00)	\$1.20
508		\$.80 (\$.60)	\$.85
527		\$1.25 (\$1.15)	\$1.25
552		\$1.55 (\$1.05)	\$1.55
593		\$1.05 (\$.80)	\$1.05
628		\$1.08 (\$.93)	\$1.08
663		\$2.00 (\$1.25)	\$2.00
666		\$1.55 (\$1.45)	\$1.60
800		\$1.63 (\$1.38)	\$1.63
819		\$2.25 (\$2.00)	\$2.50

*Effective June 26, 1988.

Pension Fund:	Employer contributions per hour earned:
---------------	---

Effective	<u>May 1/88</u>	<u>May 1/89</u>
<u>Local</u>		
46	\$1.75 (\$1.50)**	\$2.05
67	\$2.00 (\$1.25)***	\$2.50
71	\$1.40 (\$1.10)	\$1.70
221	\$1.65 (\$1.40)	\$1.90
463	\$1.70 (\$1.40)	\$2.00
508	\$1.71 (\$1.61)	\$1.82
527	\$1.65 (\$1.55)	\$1.75
552	\$1.30 (\$1.00)	\$1.40
593	\$1.25 (\$1.00)	\$1.50
599	\$1.68 (\$1.53)	\$1.83
628	\$1.75 (\$.93)	\$1.75
663	\$1.55 (\$1.45)	\$1.65
666	\$1.90 (\$1.60)	\$2.20
800	\$1.75 (\$1.75)	\$2.25
819	\$1.60 (\$1.26)	\$1.90

** Effective September 1, 1988.

*** Effective May 1, 1988, \$1.50. Effective June 26, 1988, \$2.00.

Board Allowance: Effective May 1, 1988, \$50 (\$47) per day for Local 508, Sault Ste. Marie; and \$51 (\$48) per day for Local 800, Sudbury and Local 628, Thunder Bay. Effective May 1, 1989, \$53 and \$54 respectively.

Ontario Sheet Metal and Air Handling Group, province-wide - Ontario Conference, Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 6,000 employees, settled with mediation assistance. Duration of negotiations - 1 month.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
General Increases		\$1.50	\$1.50
<u>Journeyman and Sheeter/Decker</u>			
Local 504, Sault Ste. Marie		\$24.72 (\$23.22)	\$26.22
Local 30, Toronto		\$26.345 (\$24.845)	\$27.845
Local 539, Sarnia		\$26.96 (\$25.46)	\$28.46

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, SUB, and 15¢ to Industry funds.

The following changes are effective May 9, 1988, unless stated otherwise.

Shift Premium: 0-\$3-\$4.72 (0-\$2.75-\$4.47), except no change at Windsor and Chatham.

Irregular Hours Premium: \$2.50 (\$2.25) for work performed outside of regular work hours that is not shift work or overtime.

Room and Board Allowance: \$39.40 (\$36.40) per day worked. Effective May 1, 1989, \$42.40.

Mileage Allowance: Converted to kilometres, rounded off to the nearest cent and increased by 1¢. Effective May 9, 1989, increased by a further 1¢.

Zone Allowance: \$4.44-\$25.85 (\$4.04-\$23.50) when travelling 15-100 miles outside designated zone. Effective May 1, 1989, \$4.66-\$27.14.

Ontario Terrazzo, Tile and Marble Guild Inc., province-wide - Ontario Provincial Conference, Bricklayers International (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 1,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

Package:	Effective	<u>May 9/88</u>	<u>May 1/89</u>
	General Increases	\$1.50	\$1.50
	<u>Marble Mechanic</u>		
	Local 10, Kingston	\$23.09 (\$21.59)	\$24.59
	Local 31, Toronto	\$23.71 (\$22.21)	\$25.21
	Local 6, Windsor	\$23.77 (\$22.27)	\$25.27

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, dental and SUB funds.

Travel Allowance: Effective May 9, 1988, 29¢ (27¢) per kilometre when employee provides own transportation beyond free travel zone. Effective May 1, 1989, 30¢.

Board Allowance: Effective May 9, 1988, \$46 (\$43) per day. Effective May 1, 1989, \$48.

Residential Painting Contractors of Ontario at OLRB Area 8 - Local 1891, Painters (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1 1988 to April 30, 1990, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Package:	Effective	<u>May 23/88</u>	<u>May 1/89</u>	<u>Nov. 1/89</u>
	General Increases	\$1.59	\$1.51	22¢
	Journeyman Painter	\$22.64 (\$21.05)	\$24.15	\$24.37

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Welfare Fund: Effective May 1, 1989, employer contributes \$1.25 (\$1.15) per hour worked.

Pension Fund: Employer contributes \$1.25 (\$1.20) per hour worked. Effective May 1, 1989, \$1.45.

Mileage Allowance: 25¢ (20¢) per kilometre when required to use own vehicle for work performed beyond 50 kilometre limit.

Board Allowance: Minimum \$35 (\$30) per day up to \$245 (\$215) weekly for work performed beyond 50 kilometre limit.

Rodmen Employer Bargaining Agency for the Industrial Contractors Association of Canada, Ontario General Contractors Association Labour Relations Bureau and Reinforcing Steel Institute of Ontario, province-wide - Ontario Council, Structural Iron Workers (AFL-CIO) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 800 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	Increases		
	Toronto	\$1.25	\$1.75
	All other areas	\$1.25	\$1.50
	<u>Rodman</u>		
	Local 786	\$24.03	\$25.53
	Sudbury	(\$22.78)	
	Local 721	\$24.86	\$26.61
	Toronto	(\$23.61)	

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, 5¢ to trade improvement and 10¢ to association funds.

Commuting and Board Allowance: \$53 (\$48) per day worked for Local 759 (previously to a maximum \$300 per week), and \$34 (\$31) per day for Local 786 when travelling over 120 kilometres (75 miles) and 160 km. (100 miles) respectively. \$6.50 per day for Local 736 when required to work in specified zones (new). Effective May 1, 1989, \$55 for Local 759 and \$36 for Local 786.

ADDENDA

February 1988 Settlement

EDUCATION AND RELATED SERVICES

Lincoln County Board of Education at St. Catharines - Ontario Public School Teachers Federation (Ind.) (occasional elementary teachers): A 24-month first agreement effective from January 1, 1988 to December 31, 1989, covering 280 employees, settled at the bargaining stage and ratified in February 1988. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	Increases	\$15-\$17 per day	\$7-\$8 per day

Casual Occasional Teacher

Daily Rates*

Teacher without a degree	\$85 (\$70)	\$92
-----------------------------	----------------	------

Teacher with a degree	\$97 (\$80)	\$105
--------------------------	----------------	-------

Long-Term Occasional Teacher	daily rate in accordance with current salary paid for full-time teachers	
------------------------------------	--	--

*Daily rates include 4% vacation and holiday pay.

Note: A Long-Term Occasional Teacher is an occasional teacher who is employed for a period of more than 20 consecutive teaching days.

The following provisions apply to Long-Term Occasional Teachers only:

Health and Welfare:	<u>OHIP</u> - Employer pays 100% of premium costs, pro-rated according to time worked.
------------------------	--

Payment in Lieu of Fringe Benefits:	Effective January 1, 1989, \$2 per day worked in lieu of benefits other than OHIP.
---	--

Sick Leave:	Accumulation of 2 days per complete month worked during the current assignment.
-------------	---

Bereavement Leave:	3 days' paid leave upon death of spouse, parent, child, grandparent, brother, sister, and parent-in-law and 1 day for person not in immediate family.
-----------------------	---

March 1988 Settlement

PRIMARY METAL

Rio Algom Limited, Atlas Specialty Steels Division at Welland - Canadian Steelworkers (Ind.): A 36-month renewal agreement effective from February 17, 1988 to February 16, 1991, covering 1,241 employees, settled at the post conciliation bargaining stage and ratified in March 1988. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 17/89</u>	<u>Feb. 17/90</u>	<u>Feb. 16/91</u>
	COLA Fold-in	25¢	35¢	71¢
	Job Class 3 (includes Labourer)	\$12.904 (\$12.654)	\$13.254	\$13.964

Job Class 22 (includes Electrician)	\$16.457 (\$16.207)	\$16.807	\$17.517
Job Class 25 (includes Press Smith)	\$17.018 (\$16.768)	\$17.368	\$18.078

COLA:	<p>\$1.31 COLA generated during the previous agreement is folded into wages on the above dates, leaving no float.</p> <p>1¢ per 0.3 point change in the CPI - 1971=100, using the January 1988 index as the base. 11 quarterly payments beginning May 1988. (Basic formula is unchanged.)</p>
Economic Supplement Plan:	29.9¢ to 52.4¢ per hour worked, depending on classification, paid quarterly (unchanged).
Bereavement Leave:	Up to 3 days' paid leave upon death of son/daughter-in-law and step-parent (new).
Health and Welfare:	<p><u>Weekly Indemnity</u> - Benefit is \$339 (\$276) for disability after March 2, 1988.</p> <p><u>LTD</u> - Benefit is \$600 (\$500), \$700 and \$800 per month for disability after February 17, 1988, 1989 and 1990 respectively.</p> <p><u>Dental</u> - Effective January 1, 1989, 1990 and 1991, coverage is based on the 1986 (1985), 1987 and 1988 ODA fee schedules respectively.</p>
Pension Plan:	<p><u>Basic Benefit</u> - \$12 per month per year of service before May 1, 1970 and \$17 per month per year of service after May 1, 1970 to a maximum 40 years (unchanged), except, for retirements effective between March 1, 1988 and February 1, 1991, an additional benefit of \$11 per month per year of service to a maximum 40 years.</p> <p><u>Early Retirement</u> - Employee aged 55 with 10 years of service may retire on reduced benefit, employee aged 58 with 30 years of service may retire on unreduced accrued benefit, employee at any age with 35 years of service may retire on unreduced accrued benefit (unchanged), except, for retirements effective between March 1, 1988 and February 1, 1991, employee at any age with 30 years of service may retire on accrued benefit.</p> <p><u>Vesting</u> - After 2 (10) years.</p>
Meal Allowance:	\$6 (\$5) after 2 hours of overtime.

April 1988 Settlements

EDUCATION AND RELATED SERVICES

Carleton Roman Catholic Separate School Board at Nepean - Ontario English Catholic Teachers' Association (Ind.): A 36-month renewal agreement effective from September 1, 1987 to August 31, 1990, covering 1,000 employees, settled at the bargaining stage and ratified in April 1988. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
Increases		4.1%-5.9%	4%	4%
Additional Adjustment		1 step added to grids for Teacher-Category 1 and 2; 1 step deleted for Teacher-Category 6 and 7		
Teacher-Category 1 0-8 (0-7) years		\$18,151-\$27,230 (\$17,142-\$25,115)	\$18,877-\$28,319	\$19,632-\$29,452
Teacher-Category 4 0-12 years		\$23,727-\$39,322 (\$22,651-\$37,366)	\$24,676-\$40,895	\$25,663-\$42,531
Teacher-Category 7 0-13 (0-14) years		\$29,301-\$51,245 (\$28,157-\$50,232)	\$30,473-\$53,295	\$31,692-\$55,427
Co-ordinator		\$48,162-\$56,796 (\$46,310-\$54,612)	\$50,088-\$59,068	\$52,093-\$61,431

Principal
0-6 years

Up to 600 pupils*	\$49,239-\$57,690 (\$47,345-\$55,471)	\$51,209-\$59,998	\$53,257-\$62,398
601 pupils** and over	\$51,860-\$60,336 (\$49,865-\$58,015)	\$53,934-\$62,749	\$56,091-\$65,259
Catholic High School (new)	\$54,480-\$62,981	\$56,659-\$65,500	\$58,925-\$68,120

* Effective September 1, 1988, up to 300 pupils.

** Effective September 1, 1988, 301 pupils and over.

Lump Sum Payment: \$500 to Teacher-Category 7, years 13 and 14.

Responsibility and Extra Degree Allowances:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
Special Program Assignment Teacher (new)		\$1,500	\$1,560	\$1,622

All other allowances increased by 4% in each contract year.

PERSONAL SERVICES

Radisson Hotel, previously Commonwealth Holiday Inns of Canada Limited (Holiday Inn of Ottawa-Centre); Delta Hotels Limited, operating as Delta Ottawa, previously Inn of the Provinces; Four Seasons Hotels Limited; Talisman Motor Inn; Lord Elgin Hotel; and York Hanover Hotels Limited (The Skyline Ottawa) at Ottawa - Local 261, Hotel Employees (AFL-CIO/CLC): Six* 36-month renewal agreements effective from November 1, 1987 to October 31, 1990, covering 844 employees, settled with mediation assistance and ratified in April 1988. Duration of negotiations - 5 months.

* Previously three agreements.

Wages:	Effective	<u>Nov. 1/87</u>	<u>May 1/88</u>	<u>Nov. 1/88</u>
	Increases	10¢-25¢	10¢-20¢	10¢-25¢
	<u>Radisson Hotel</u>			
	Waiter/Waitress	\$5.70 (\$5.54)	\$5.80	\$5.90
	Maintenance One	\$11.58 (\$11.33)	\$11.78	\$12.03
	Effective	<u>May 1/89</u>	<u>Nov. 1/89</u>	<u>May 1/90</u>
	Increases	10¢-20¢	10¢-25¢	10¢-20¢
	Additional Adjustments		5¢ for Cook	5¢ for Cook
	Waiter/Waitress	\$6.00	\$6.10	\$6.20
	Maintenance One	\$12.23	\$12.48	\$12.68

Health and Welfare: Life Insurance - Benefit is \$5,000 (\$1,000).

01501
L
- 023

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JUNE 1988



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June, 1988 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

Contents

	Page
Highlights	i
Index to Settlements Reported	178
June 1988 Settlements	
Forestry	185
Food and Beverage.	186
Rubber and Plastics Products.	189
Leather.	190
Textile.	191
Clothing.	191
Paper and Allied.	192
Printing, Publishing and Allied.	192
Primary Metal.	193
Metal Fabricating.	196
Transportation Equipment.	198
Electrical Products.	199
Non-Metallic Mineral Products.	200
Petroleum and Coal Products.	202
Construction.	202
Transportation.	214
Communication.	215
Wholesale Trade.	217
Retail Trade.	218
Finance, Insurance and Real Estate.	218
Education and Related Services	220
Health and Welfare Services.	235
Miscellaneous Services.	240
Local Administration	240
Addenda	
February 1988 Settlement.	243
March 1988 Settlement	244
April 1988 Settlements.	244
May 1988 Settlements.	246

Highlights

Construction

Outstanding agreements covering 21,850 workers in all sectors of the construction industry were settled in June 1988 on terms quite similar to agreements signed in May. A work stoppage involving 12,000 carpenters in the industrial, institutional and commercial (ICI) sector was resolved with carpenters in Hamilton, Toronto, Oshawa, Cambridge and Ottawa receiving package increases of \$1.50 in each year of a two-year contract while those in the rest of the province received \$1.30 in each of two years. Painters, interior and acoustical workers and plasterers in the ICI sector received package increases of \$2 to \$3 depending on area. Precast concrete erectors in Toronto received package increases of \$1.50 in the first year and \$1.50 in the second year while those in the rest of the province received \$2 over two years.

Sheet metal workers in the residential and heavy engineering sectors province-wide received package increases of \$3.25 to \$4 over two years depending on area, while interior systems workers in the residential sector received increases of \$1.50 in the first year, \$1 on May 1, 1989 and a further \$1 on November 1, 1989. Residential carpenters in Ottawa received package increases of \$3 over two years while those in Cornwall and Pembroke received \$2.60 over the same period. Bricklayers in Toronto belonging to Local 2 of the International Union of Bricklayers and Allied Craftsmen received a package increase of \$3 over two years.

Operating engineers in the heavy engineering sector signed agreements with the Metropolitan Toronto Road Builders Association and the Pipe Line Contractors Association of Canada which provided for package increases of \$3 over two years. The same terms were reached by iron workers and electrical workers in the electrical power systems sector.

Hospital Paramedics

Sixty-nine collective agreements were signed between 48 hospitals throughout the province and 3,169 full-time and part-time paramedical employees represented by the Ontario Public Service Employees Union. The agreements cover a 36-month period ending March 31, 1991.

The salary grid for Registered Technologists was brought further in line with that of the Registered Nurse through increases ranging between 2% and 4.75% on April 1, 1988, a further 2% to 3.75% on April 1, 1989 and 4% on April 1, 1990. All other paramedical classifications received wage increases of 4.5% in the first year of the contract and 4.25% in both the second and third years except for the Senior Technologists who received 4% in the third year. Standard classifications for Senior Technologist and Charge Technologist were established to replace generally the Registered Technologist III classification and above.

Other terms of the settlement included:

- 45¢ per hour premium for employees required to work between midnight Friday and midnight Sunday;
- a twelfth paid holiday;
- reduction in the service requirement for 5 weeks of vacation from 17 to 15 years, a new provision for 6 weeks of vacation after 25 years

of service, and the pro-ration of vacation for employees with less than 1 year of service;

- paid maternity leave for employees at the Registered Technologist level and above;
- tuition and travel expenses for up to 6 months for employees who require retraining as a result of technological change;
- guarantees against lay-off due to contracting out for bargaining unit employees.

School Boards

In June, 17 elementary and secondary school teacher agreements expiring on August 31, 1988 were renewed prior to the summer break. A total of 9,400 teachers were affected. Nine of the 17 agreements were for a one-year period and the other eight were for 2 years.

The increases to salaries and responsibility allowances were generally in the 4.5% to 5.5% range. The 12-month agreements provided between 4.1% and 5.1%, while the 24-month agreements provided slightly higher annual increases, averaging in the 4.5% to 5.75% range.

Index to Settlements Reported, June 1988

Employer and Location	Union	Page
Algoma Steel Corp. Ltd., Steelworks and Tube Div., Sault Ste. Marie and Algoma Ore Div., Wawa	United Steelworkers (AFL-CIO/CLC) (clerical, technical, mine, production and maintenance mill empls.)	193
Associated Fur Industries of Toronto Inc.	Food and Commercial Workers (AFL-CIO/CLC)	191
Beckers Lay-Tech Inc., Kitchener	Rubber Workers (AFL-CIO/CLC)	189
Bell Canada, Ontario and Quebec	Cdn. Telephone Empls. Assn. (Ind.) (clerical and associated empls.)	215
Brant County Board of Education, Brantford	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	220
Brant County Board of Education, Brantford	Ont. Secondary School Teachers' Fed. (Ind.)	220
Bruce County Board of Education, Chesley	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	221
Canada Packers Inc., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	186
Canada Packers Inc., Bramalea	Food and Commercial Workers (AFL-CIO/CLC)	187
Canada Packers Inc., Black Diamond Cheese Div., Belleville	Energy and Chemical Workers (CLC)	187
Canada Post Corp., system-wide	Cdn. Union of Postal Workers (CLC) (full-time and part-time empls.)	216
Canadian Pacific Ltd.	Electrical Workers (IBEW), Firemen and Oilers, Machinists, Plumbers, and Sheet Metal Workers (AFL-CIO/CLC and CFL)(shopcraft empls.)	214
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa, and Toronto	Employees Assn. (Ind.) (full-time and part-time empls.)	238
Canstar Sports Group Inc., Bauer Div., Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	190

Index to Settlements Reported, June 1988

Employer and Location	Union	Page
Carpenters Employer Bargaining Agency, province-wide	Carpenters (AFL-CIO) (industrial, commercial and institutional construction)	208
Chromalox Inc., Cambridge	United Steelworkers (AFL-CIO/CLC)	196
Drug Trading Co. Ltd. and Druggists' Corp. Ltd., Scarborough and Toronto	Energy and Chemical Workers (CLC) (office, plant and warehouse empls.)	217
Dufferin County Board of Education, Orangeville	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	221
Electrical Power Systems Construction Assn., province-wide	Structural Iron Workers (AFL-CIO)	204
Electrical Power Systems Construction Assn., province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL) (Transmission System Construction)	204
Electrical Power Systems Construction Assn., province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL) (Generation Projects Construction)	202
Electrical Power Systems Construction Assn., province-wide	Plumbers (AFL-CIO/CFL)	206
Essex County Board of Education, Essex	Ont. Secondary School Teachers' Fed. (Ind.)	222
Exhibition Place Board of Governors, Stadium and Operations Divs., Toronto	Labourers (AFL-CIO)	240
Fabricated Steel Products (Windsor) Ltd., Windsor	Cdn. Auto Workers (CLC)	198
Frontenac County Board of Education, Kingston	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed.	223
H. J. Heinz Co. of Canada Ltd., Leamington	Food and Commercial Workers (AFL-CIO/CLC) (plant, office, clerical, technical and quality control empls.)	188
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	224
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	224

Index to Settlements Reported, June 1988

Employer and Location	Union	Page
Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton	Professional Staff Assn. (Ind.)(Unit 1: clerical, technical and office empls.; Unit 2: educational assistants and professional support staff)	245
Hand Assn. of Sewer, Watermain and Road Contractors, OLRB Area 26 plus the Township of North and South Grimsby and the Regional Municipality of Haldimand Norfolk	Intl. Operating Engineers (AFL-CIO/CFL)	207
Hastings County Board of Education, Belleville	CUPE (CLC) (custodial, transportation and maintenance empls., bus and truck drivers, teacher assts., and office empls.)	226
Hudson Bay Diecasting Ltd., Brampton	Cdn. Auto Workers (CLC)	195
Interior Systems Contractors Assn. of Ontario, province-wide	Carpenters (AFL-CIO)	209
John T. Hepburn Ltd., Mississauga and Toronto	United Steelworkers (AFL-CIO/CLC)	196
Kimberly-Clark of Canada Ltd., Pulp and Paper Forest Products Div., Longlac	Woodworkers-Canada (AFL-CIO/CLC) (woods operations)	185
Lennox Industries (Canada) Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	197
Lily Cups Inc., Toronto	Graphic Communications Union (AFL-CIO/CLC)	192
London City Board of Education	CUPE (CLC) (full-time and part-time teaching assistants, office and clerical empls.)	253
Manchester Plastics Ltd., Gananoque Div., Gananoque	United Steelworkers (AFL-CIO/CLC)	247
Mechanical Contractors Assn. of Ottawa, Renfrew and Ottawa Area	Plumbers (AFL-CIO/CFL)	251
Metropolitan Industrial and Commercial Masonry Contractors, Inc., OLRB Area 8	Bricklayers Intl. (AFL-CIO/CFL)(residential construction)	251
Metropolitan Toronto Catholic Children's Aid Society	CUPE (CLC) (full-time and part-time social workers, child care workers and other empls.)	238

Index to Settlements Reported, June 1988

Employer and Location	Union	Page
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (full-time and part-time social workers, childcare workers, general and office services and other empls.)	239
Metropolitan Toronto Road Builders' Assn., OLRB Area 8	Intl. Operating Engineers (AFL-CIO/CFL)	249
Middlesex County Board of Education, Hyde Park	Ont. Secondary School Teachers' Fed. (Ind.)	227
Muskoka Board of Education, Bracebridge	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	228
North Bay City Corp.	CUPE (CLC) (inside and outside empls.)	240
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	Internes and Residents Assn. (Ind.)	235
Ontario Housing Corp. and other Housing Authorities, province-wide except Metro Toronto	CUPE (CLC)(office and maintenance empls.)	218
Ontario Masonry Contractors Assn., Ottawa	Labourers (AFL-CIO)(mason tenders, residential construction)	252
Ontario Painting Contractors Assn., Acoustical Assn. of Ont., and Interior Systems Contractors Assn. of Ont., province-wide	Painters (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction)	209
Ontario Precast Concrete Manufacturers Assn., province-wide	Labourers (AFL-CIO) (erectors and finishers of precast concrete products) (industrial, commercial and institutional construction)	211
Operating Engineers Employer Bargaining Agency, Crane and Equipment Rental, Steel Erection or Mechanical Installation; Foundation, Piling and Caisson Boring; Excavating; Building and Construction Work and Survey Work, province-wide	Intl. Operating Engineers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	248
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	229

Index to Settlements Reported, June 1988

Employer and Location	Union	Page
Ottawa City Corp.	Ont. Fire Fighters (Ind.)	241
Ottawa Construction Assn., OLRB Area 15	Labourers (AFL-CIO)(non-ICI agreement)	252
Ottawa Construction Assn., OLRB Areas 14, 15, and 31	Carpenters (AFL-CIO) (Non-ICI construction)	212
Ottawa Roman Catholic Separate School Board	Assn. des Enseignants Franco-Ontariens (Ind.) (elementary and secondary school teachers)	229
Petro-Canada Products Inc., North York, Clarkson, Oakville, Ont. and other centres across Canada	Energy and Chemical Workers (CLC)	202
Placer Dome Inc., Dome Mine, South Porcupine	United Steelworkers (AFL-CIO/CLC) (mine, mill and plant empls.)	246
Plasterers Employer Bargaining Agency, province-wide	Plasterers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	213
Renfrew County Board of Education, Pembroke	Ont. Secondary School Teacher's Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	230
Renfrew County Board of Education, Pembroke	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	230
Sault Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	231
Schlegel Canada Inc., Burlington and Oakville	Clothing and Textile Workers (AFL-CIO/CLC)	191
Smith & Stone (1982) Inc., Georgetown	Cdn. Auto Workers (CLC)	199
Southam Inc., Windsor Star Div.	Joint Council of Unions (AFL-CIO/CLC)	192
Southwestern Ontario Ready Mix Companies, Hamilton, Kitchener, St. Catharines and vicinity	Teamsters (AFL-CIO)	200
St. Joseph's Hospital, Hamilton and 47 other hospitals, province-wide	Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time paramedical empls.)	236

Index to Settlements Reported, June 1988

Employer and Location	Union	Page
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL) (full-time and part-time service empls.)	243
Stormont, Dundas and Glengarry County Board of Education, Cornwall	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	231
Sudbury Board of Education	CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	232
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	254
Thunder Bay Construction Assn, OLRB Areas 22, 23, 24	Carpenters (AFL-CIO) (non-ICI construction)	244
Toronto and Vicinity Ready Mix Companies, Toronto	Teamsters (AFL-CIO)	200
Toronto City Corp.	Intl. Fire Fighters (AFL-CIO/CLC)	242
Toronto-Residential Air Handling Group, OLRB Area 8	Sheet Metal Workers (AFL-CIO/CLC)	213
Treasury Board of Canada	Public Service Alliance (CLC) (financial administration group)	244
United Parcel Service Canada Ltd., province-wide	Teamsters (AFL-CIO)	252
University of Waterloo	CUPE (CLC) (plant operations and food service empls.)	235
Utility Contractors Assn. of Ontario, province-wide	Labourers (AFL-CIO)	249
Valdi Foods (1987) Inc., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (part-time empls.)	218
Wabco-Standard Ltd., American-Standard Div., Lansdowne Plant, Toronto	Glass, Molders and Allied Workers (AFL-CIO/CLC)	201
Waterloo County Roman Catholic Separate School Board, Kitchener	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary and secondary school teachers)	255
Waterloo Regional Board of Commissioners of Police, Kitchener	Police Assn. (Ind.) (police officers)	242

Index to Settlements Reported, June 1988

Employer and Location	Union	Page
Wellington County Board of Education, Guelph	Ont. Secondary School Teachers' Fed. (Ind.)	233
Windsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	234

FORESTRY

Kimberly-Clark of Canada Limited, Pulp and Paper Forest Products Division at Longlac Local 2693, Woodworkers-Canada* (AFL-CIO/CLC) (woods operations):
A 36-month renewal agreement effective from September 1, 1987 to August 31, 1990, covering 700 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

* Previously Carpenters (AFL-CIO).

Wages:	Effective	<u>June 19/88</u>	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
	Increases			
	Hourly Employees	25¢	45¢	4.5%
	Piecework*	1%	1.5%	4.5%
	<u>Hourly Rates</u>			
	General Labour	\$15.16 (\$14.91)	\$15.61	\$16.31
	Class "A" Tradesman	\$18.82 (\$18.57)	\$19.27	\$20.14

* Piecework increases exclude any increases to bonuses, supplements and silviculture wage schedule.

Lump Sum Payment: \$500 per employee in lieu of retroactivity, pro-rated for months worked since September 1, 1987.

Shift Premium: 0-45¢-55¢ (0-40¢-50¢).

Health and Welfare: Life Insurance - Effective June 19, 1988, benefit is \$40,000 (\$30,000).

Weekly Indemnity - Effective July 1, 1988, maximum benefit is \$370 (\$345). Effective September 1, 1989, \$385. Effective September 1, 1989, \$400.

Major Medical, Surgical, Drug and Hospital Care Plan - Effective July 1, 1988 and September 1, 1989, employer pays the then current premium costs respectively. (Previously, premium costs as of September 1, 1986.)

Dental - Effective July 1, 1988, coverage is based on the 1986 (1985) ODA fee schedule. Effective September 1, 1988 and 1989, the 1987 and 1988 ODA fee schedules respectively.

Continuation of Benefits - Employer continues to pay major medical premium for up to 12 months for seniority employee on lay-off on WCB or short-term disability leave (new).

Pension Plan: Early Retirement - Effective August 1, 1988, 5% (7%) reduction in benefit per year of early retirement. Employee aged 58 with 30 years of service may retire with accrued entitlement plus a monthly supplemental payment of \$300 until age 65 or death, whichever occurs earlier (new).

Early Retirement Incentive Option (new) - For retirements on or before November 30, 1988, supplemental benefit to age 65 of \$800 per month for eligible employees aged 58-59 with 30 years of service in addition to actuarially reduced benefit, \$700 per month for eligible employees with 30 years of service in addition to reduced benefit, and \$600 per month for eligible employees with 15 years of service in addition to accrued entitlement.

Severance Pay: Effective June 19, 1988, 1 week's pay per year of service since last date of hire to a maximum of 30 weeks' pay for employee with 3 years of service who is terminated due to mechanization, technological change or automation (new).

Protective Clothing Allowance: Effective June 19, 1988, employer will sell to employee safety pants at \$12 (\$9), safety boots at \$15 (\$12), and safety mitts at \$7 (\$6), below invoice price.

Power Saw Rental: Employer pays to day worker using own saws \$11 (\$10) per day for felling and limbing and \$12 (\$11) per day for bucking at a landing on a skidding operation.

FOOD AND BEVERAGE

Canada Packers Inc. at Toronto - Local 114P, Food and Commercial Workers (AFL-CIO/CLC): A 34-month renewal agreement effective from June 3, 1988* to March 31, 1991, covering 1,250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

*Previous agreement expired March 31, 1988.

Effective	June 3/88**	Apr. 1/89	Apr. 1/90
General Increases	60¢ on base rate	60¢ on base rate	65¢ on base rate
Job Class Increment		8.5¢ (8¢)	9¢
Labourer	\$13.62 (\$13.02)	\$14.22	\$14.87
Millwright	\$16.50 (\$15.90)	\$17.28	\$18.11

** Retroactive to April 1, 1988 for active employees as of June 3, 1988.

OLA (new): 1¢ per full 0.2 point increase in the CPI - 1981=100 from March 1989 to March 1990, triggered at 5%, and folded into rates on April 1, 1990.

Shift Premium: Effective April 1, 1990, 40¢ (35¢).

Health and Welfare: AD & D (new) - Effective April 1, 1989, benefit is \$25,000.

Weekly Indemnity - Benefit is \$269-\$339 (\$250-\$320) depending on classification.

Vision - Effective April 1, 1989, maximum claim is \$100 (\$75) every 2 years.

Dental - Effective July 1, 1988, coverage is based on the 1988 (1987) ODA fee schedule. Effective April 1, 1989 and 1990, the 1989 and 1990 ODA fee schedules respectively.

Pension Plan: Non-Contributory Plan - Basic Benefit - Effective July 1, 1988, \$11.40 (\$10.40) per month per year of service. Effective July 1, 1989, \$12.40. Effective July 1, 1990, \$13.

Early Retirement - Employee aged 60 (61) may retire with accrued entitlement.

Safety Shoe Allowance: Effective June 3, 1988, maximum \$35 (\$30) per year. Effective April 1, 1989, \$40.

Canada Packers Inc. at Bramalea - Local 114P, Food and Commercial Workers (AFL-CIO/CLC): A 34-month renewal agreement effective from June 10, 1988* to March 31, 1991, covering 220 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

*Previous agreement expired March 31, 1988.

Changes are similar to those reported above for Canada Packers Inc. at Toronto.

Canada Packers Inc., Black Diamond Cheese Division, previously Thomas J. Lipton Inc., at Belleville - Local 555, Energy and Chemical Workers (CLC): A 36-month renewal agreement effective from March 1, 1988 to February 28, 1991, covering 254 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 1/88	July 1/88
General Increases		60¢	5¢
Additional Adjustment	Grinder Blender Operator in Class 6 (5)		
Class 1 (includes Cafeteria Help)		\$11.92 (\$11.32)	\$11.97
Electrician Maintenance Mechanic		\$13.40 (\$12.80)	\$13.45
Effective		Mar 1./89	Mar. 1/90
General Increases		60¢	60¢
Class 1		\$12.57	\$13.17
Electrician Maintenance Mechanic		\$14.05	\$14.65

Start Rate - 80% of job rate, progressing to 85% after 45 days, 90% after 6 months, 95% after 9 months and job rate after 1 year. (Previously, 30¢ below job rate for 30 days worked.)

COLA: 1¢ per 0.4 point increase in the CPI - 1971 = 100, using the March 1988 index as the base. Triggered at 5% annually, adjusted and folded in annually. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: Effective March 1, 1989, 0-40¢-45¢ (0-35¢-40¢).

Paid Vacation: Effective March 1, 1990, 5 weeks after 18 (19) years of service.

Health and Welfare: Major Medical- Effective July 1, 1988, employer pays 100% of premium costs. Annual deductibles of \$25 for single coverage and \$50 for family coverage; 85%-15% co-insurance.

Vision (new) - Effective March 1, 1989, employer pays 100% of premium costs. Maximum claim is \$60 per family member every 2 years.

Safety Shoe Allowance: Effective March 1, 1989, \$75 (\$70) per year. Effective March 1, 1990, \$80.

H. J. Heinz Company of Canada Limited at Leamington - Local 459, Food and Commercial Workers (AFL-CIO/CLC) (plant, office, clerical, technical and quality control employees): Three 24-month renewal agreements effective from May 1, 1988 to April 30, 1990, covering 1,200 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages: Effective May 1/88

COLA Fold-in (6 month rate and above)	29¢
Additional Adjustment	Salary grids revised for clerical, technical and quality control employees

Plant Employees

Grade I (Light Production Worker "B")	\$14.44 (\$14.15)
Grade X (Skilled Maintenance A)	\$16.45 (\$16.16)

Lump Sum Settlement Payment: \$400 per employee. Effective May 1, 1989, \$400 per employee.

COLA: 1¢ per 0.325 point change in the CPI - 1971=100, using the April 1988 index as the base. Adjusted quarterly. COLA fold-in of up to 25¢ on May 1, 1989. (Basic formula is unchanged.)

Bereavement Leave: 1 day's paid leave upon death of brother/sister-in-law (new).

Health and Welfare: Life Insurance - Effective July 1, 1988, benefit is \$5,000 (\$4,000).

LTD - Effective August 1, 1988, benefit is \$850 (\$800) per month, including current recipients.

Vision - Effective July 1, 1988, maximum claim is \$130 (\$115) per person every 2 years. Coverage includes contact lenses (new). Effective May 1, 1989, \$145.

Dental - Coverage is based on the 1987 (1986) ODA fee schedule. Effective May 1, 1989, the 1988 ODA fee schedule.

Pension Plan: Basic Minimum Benefit - Effective January 1, 1988, \$24 (\$23) per month per year of service. Effective January 1, 1989, \$26.

Supplemental Benefit - Effective January 1, 1988, \$19 (\$18) per month per year of service to a maximum of 30 years.

Pension Indexing - Benefit is increased by 75% of the annual increase in the CPI to a maximum adjustment of 6% (unchanged).

Meal Allowance (Highway Transport Drivers): Effective June 11, 1988, \$5.25 (\$5). Effective May 1, 1989, \$5.50.

RUBBER AND PLASTIC PRODUCTS

Beckers Lay-Tech Inc. at Kitchener - Local 67, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 15, 1988 to April 14, 1991, covering 229 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Apr. 17/88	Apr. 16/89	Apr. 15/90
General Increases		34¢	25¢	25¢
COLA Fold-in		\$1.13		
Additional Adjustments	20¢ for Truck Driver, 12.5¢ for Sample Development and Shipping Lead Hand	12¢ for Truck Driver, 13¢ for Sample Development and Shipping Lead Hand	10¢ for Truck Driver	
Skilled Trades Adjustment	\$2 for Journeyman with Ticket			
Labour	\$11.42 (\$9.95)	\$11.67	\$11.92	
Electronics Electrician	\$16.22 (\$12.75)	\$16.47	\$16.72	

COLA: 1¢ per full 0.26 point increase in the CPI - 1971 = 100, using the average index for February, March and April 1988 as the base. Adjusted quarterly and folded into wages annually. (Basic formula is unchanged.)

Shift Premium: 0-31¢-41¢ (0-31¢-36¢).

Health and Welfare: The following changes are effective July 1, 1988, unless stated otherwise.

Life Insurance and AD & D - Benefit is \$20,000 (\$16,000).
Effective May 1, 1989 and 1990, \$23,000 and \$25,000 respectively.

Vision - Maximum claim is \$190 (\$125) per person every 2 years.

Hearing - Maximum claim is \$500 (\$400) per person every 5 years.

Dental - Coverage is based on the 1987 (1986) ODA fee schedule.
Effective April 1, 1990, the 1990 ODA fee schedule.

Pension Plan:

Transition and Bridge Survivors Income Benefit - Effective July 1, 1988, \$350 (\$300) per month for eligible survivors.

Basic Benefit - \$17 (\$10.75) per month per year of service.

Bridging Benefit - \$12 (\$9.25) per month per year of service to maximum of 30 years.

LEATHER

Canstar Sports Group Inc., Bauer Division, previously Warrington Products Inc., Greb Footwear Division at Kitchener - Local 308, Clothing and Textile Workers (AFL-CIO/CLC): A 33-month renewal agreement effective from June 23, 1988* to March 28, 1991, covering 245 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

* Previous agreement expired March 28, 1988.

Wages:

Effective	<u>Mar. 29/88</u>	<u>Apr. 2/89</u>	<u>Apr. 1/90</u>
General Increases	42¢	40¢	37¢
Group B (includes Service Person)	\$8.76 (\$8.34)	\$9.16	\$9.53
Group E (includes Floater)	\$9.36 (\$8.94)	\$9.76	\$10.13

Paid Vacation:

Effective April 1, 1989, 6 weeks after 23 (24) years of service.

Bereavement

Maximum 3 days' paid leave upon death of step-brother/sister (new).

Health and Welfare

Weekly Indemnity - Maximum benefit is \$339 (\$297).

OHIP - Employer pays 100% of premium costs. (Previously, employer paid 100% of premium costs as at January 1, 1986 and 50% of any increase in premium costs.)

Major Medical - Effective January 1, 1989, \$25 annual deductible eliminated.

Dental - Effective September 1, 1988, coverage is based on the 1987 (1985) ODA fee schedule. Effective April 1, 1989 and 1990, the 1988 and 1989 ODA fee schedules respectively.

TEXTILE

Schlegel Canada Inc. at Burlington and Oakville - Local 753, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 9, 1988 to May 8, 1991, covering 410 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	May 9/88	May 9/89	May 9/90
General Increases		4.5%	4%	4%
Skilled Trades Adjustment		10¢		
Additional Adjustments		20¢ for Weaver; Class A Driver moved to Class 8 (7)		
Job Class 1 (includes General Labour)		\$9.17-\$9.50 (\$8.78-\$9.10)	\$9.53-\$9.88	\$9.91-\$10.27
Job Class 14 (Electrician)		\$16.21 (\$15.42)	\$16.85	\$17.52

Maximum rate for General Labour is reached after 6 months.

Shift Premium: 0-41¢-41¢ (0-40¢-40¢). Effective May 9, 1989, 0-42¢-42¢. Effective May 9, 1990, 0-43¢-43¢.

Health and Welfare: Life Insurance - Benefit is \$11,000 (\$10,000). Effective May 9, 1989, \$12,000. Effective May 9, 1990, \$13,000.

Weekly Indemnity (new) - Effective January 1, 1990, employer pays 100% of premium costs. Benefit is 60% of regular earnings to the UIC maximum, payable on a 1-1-8-17 basis.

Pension Plan: Basic Benefit - \$8.25 (\$7.25) per month per year of credited service. Effective May 9, 1989, \$9.25. Effective May 9, 1990, \$10.25.

Safety Shoe Allowance: \$40 per contract year (previously \$110 over term of 3-year agreement).

CLOTHING

Associated Fur Industries of Toronto Inc. - Local 82, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1988 to February 28, 1990, covering 275 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Mar. 1/88	Mar. 1/89
General Increases		\$15 per week	\$20 per week
<u>Weekly Rates</u> 35 hours per week			
Lining Operator		\$492.82 (\$477.82)	\$512.82

1st Class Cutter	\$531.00 (\$516.00)	\$551.00
------------------	------------------------	----------

PAPER AND ALLIED

Lily Cups Inc. at Toronto - Local 466, Graphic Communications Union (AFL-CIO/CLC): A 29-month renewal agreement effective from June 26, 1988* to November 30, 1990, covering 575 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9 months.

* Previous agreement expired November 30, 1987.

Wages:	Effective	<u>June 26/88</u>	<u>Dec. 11/88</u>
	Increases	Minimum 2.8%	3.2%
	Additional Adjustment	Restructuring of wage schedule	
	Packer	\$8.60-\$9.30 (\$8.41-\$8.85)	\$8.87-\$9.60
	Electrician "A"	\$15.50 (\$14.98)	\$16.00

Effective	<u>Dec. 1/89</u>
General Increase	5%
Packer	\$9.31-\$10.08
Electrician "A"	\$16.80

Maximum rate for Packer is reached after 8 months.

Health and Welfare: Life Insurance - Maximum benefit is \$20,000 (\$16,000).

Dental - Coverage is based on the current year's (1985) ODA fee schedule.

Safety Shoe Allowance: \$50 (\$45) per year.

PRINTING, PUBLISHING AND ALLIED

Southam Inc., Windsor Star Division - Joint Council of Unions (AFL-CIO/CLC)*: Nine 24-month renewal agreements effective from January 1, 1988 to December 31, 1989, covering 322 employees, settled with mediation assistance. Duration of negotiations - 8 months.

* Includes Locals 274 and 517, Graphic Communications Union (GCU), Local 553, Communications Workers of America (CWA) (previously Typographical Union), and Local 239, Newspaper Guild (TNG).

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	General Increases	4.5%	4.8%

Weekly Rates

Circulation and Editorial
Department (TNG)

Office Messenger	\$321.84 (\$307.98)	\$337.29
District Representative	\$447.75-\$742.28 (\$428.47-\$710.32)	\$469.24-\$777.91
Reporter	\$475.49-\$770.02 (\$455.01-\$736.86)	\$498.31-\$806.98
Senior Editor	\$902.11 (\$863.27)	\$945.11

Mechanical Trades
(GCU and CWA)

Journeyman Pressman	\$743.65 (\$711.45)	\$779.35
---------------------	------------------------	----------

Maximum rates for District Representative and Reporter are reached after 5 years.

Lump Sum Settlement Payments: \$50. Effective January 1, 1989, \$50.

Equipment Allowance (new): \$50 per month to entertainment reviewers who require special equipment.

Shift Premium: \$9 (\$8.50) per shift if any part of the shift falls between 7 p.m. and 7 a.m. Effective January 1, 1989, \$9.50.

Paid Vacation: 6 weeks after 25 (27) years of service.

Bereavement Leave: 1 day's paid leave upon death of grandchild (new).

Health and Welfare: Vision - Maximum claim is \$100 (\$75) per employee every 2 years. Employer pays full cost of visual aids required for work if prescribed by a physician.

Mileage Allowance: 24.6¢ (24¢) per kilometre for the first 320 km per week and 23.2¢ (22.8¢) thereafter.

PRIMARY METAL

Algoma Steel Corporation Limited, Steelworks and Tube Division at Sault Ste. Marie and Algoma Ore Division at Wawa - Locals 2251, 3933, 4509, 5048 and 5595, United Steelworkers (AFL-CIO/CLC) (clerical, technical, mine, production and maintenance mill employees): Five 24-month renewal agreements effective from August 1, 1988 to July 31, 1990, covering 7,235 employees, settled at the conciliation officer stage*. Duration of negotiations - 3 months.

* The settlement reached at the bargaining stage and ratified by Locals 3393, 4509, 5048 and 5595 earlier in June 1988 was revised

to conform with the contract provisions negotiated with Local 2251.

Wages:	Effective	<u>Aug. 1/88</u>	<u>Jan. 1/89</u>	<u>Aug. 1/89</u>
General Increases		85¢**		25¢***
COLA Fold-in		63¢****		

Job Class Increments		Increased by 1¢	
Job Class 2 (Labourer)	\$14.162 (\$12.682)	\$14.172	\$14.422
Job Class 16 (Electrician)	\$16.710 (\$15.230)	\$16.860	\$17.110
Job Class 27 (Mill Roller)	\$18.712 (\$17.232)	\$18.972	\$19.222

** Includes 29¢ COLA advance.

*** COLA advance.

**** Actually folded in the first pay period after June 27, 1988.

Lump Sum Settlement Payment: \$1,000 for employee hired before January 1, 1988, \$300 for employee hired in January or February 1988, \$200 for employee hired in March or April 1988, and \$100 for employee hired between May and June 27, 1988.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using the July 1988 index as the base. Adjusted quarterly. COLA advances to be recovered by reductions of 9.7¢ per quarter in the first contract year and 6.3¢ per quarter in the second year. (Previously, formula was inoperative.)

Paid Vacation: Effective January 1, 1989, 7 weeks after 25 (28) years of service.

Bereavement Leave: Maximum 3 days' paid leave upon death of grandparent and grandchild (new).

Health and Welfare: Life Insurance for Retirees - Effective January 1, 1989, benefit is increased by \$500 for current and future retirees to a maximum of \$3,000.

Vision - Effective January 1, 1990, maximum claim is \$100 (\$70) every 2 years.

Hearing - Effective January 1, 1989, maximum claim is \$400 (\$250) every 2 years.

Dental - Coverage is based on the 1988 (1984) ODA fee schedule.

Pension Plan: Special Payment - Additional \$50 per month (unchanged) for employees retiring on or after August 1, 1988.

Early Retirement - Effective January 1, 1990, employee with 30 (35) years of service may retire with accrued entitlement.

Current Retirees - Effective January 1, 1989, benefits are increased by \$30 per month for employees who retired before August 1, 1972, \$20 per month for retirements between August 1, 1972 and July 31, 1975, and \$10 per month for retirements between August 1, 1975 and July 31, 1981. Effective January 1, 1990, increased by \$10 per month for retirements before August 1, 1987.

Meal Allowance: \$6 (\$5.75) after 10 hours worked. Effective August 1, 1989, \$6.25.

Safety Shoe Allowance: Effective January 1, 1990, \$60 (\$50) per year to a maximum total allotment of \$120 (\$100).

Hudson Bay Diecasting Limited at Brampton - Local 1285, Canadian Auto Workers (CLC):
A 36-month renewal agreement effective from June 8, 1988 to May 31, 1991, covering 338 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	June 8/88	May 31/89	May 30/90
General Increases		30¢	25¢	27¢
COLA Fold-in		92¢		
Skilled Trades Adjustments		20¢	10¢	
Additional Adjustment		6¢ for Racker, Quality Control		
Racker, Quality Control		\$13.29-\$13.41 (\$12.01-\$12.13)*	\$13.54-\$13.66	\$13.81-\$13.93
Tool and Die Maker		\$15.67-\$15.99 (\$14.25-\$14.57)	\$16.02-\$16.34	\$16.29-\$16.61

* Previous rates reflect a 1% increase on June 3, 1987.

Maximum rates are reached after 90 days.

COLA: 1¢ per 0.16 point increase in the CPI - 1981=100, using the January 1988 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Lead Hand Premium: 50¢ (35¢) per hour.

Paid Vacation: 5½ weeks after 25 years of service (new).

Health and Welfare: Life Insurance and AD & D - Effective June 1, 1990, benefit is \$27,000 (\$25,000).

Major Medical - Employer pays 100% (80%) of premium costs.

Vision (new) - Maximum claim is \$60 per family member every 2 years for prescription lenses.

Dental - Coverage is based on the 1988 (1985) ODA fee schedule.

Pension Plan: Basic Benefit - Effective May 31, 1988, \$16 (\$15) per month per year of service. Effective May 1, 1989, \$17. Effective June 1, 1990, \$18.

METAL FABRICATING

John T. Hepburn Limited at Mississauga and Toronto - Local 3335, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 19, 1988 to May 18, 1991, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	May 19/88	May 19/89	May 19/90
General Increases		3.5%	4%	4.5%
Unskilled Labour		\$11.27-\$12.37 (\$10.85-\$11.95)	\$11.76-\$12.86	\$12.34-\$13.44
Floor Type, Machine Centre 1st		\$15.89-\$16.99 (\$15.32-\$16.42)	\$16.57-\$17.67	\$17.37-\$18.47

Maximum rates are reached after 1 year of service and 90 days worked in the specific classification.

COLA: 1¢ per 0.4 point change in the CPI - 1971=100, using April 1989 index as the base. Adjusted quarterly. Triggered at 4%. Folded in annually. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: Effective June 22, 1988, 0-45¢-55¢ (0-40¢-50¢).

Lead Hand Premium: 75¢ (25¢) per hour.

Out of Shop Premium: Effective June 22, 1988, an additional \$1.25 (\$1) per hour for work performed on away-from-shop projects.

Health and Welfare: Life Insurance and AD & D - Effective May 19, 1989, benefit is \$15,000 (\$14,000). Effective May 19, 1990, \$16,000.

Dental - Effective May 19, 1989, coverage is based on the 1987 (1986) ODA fee schedule. Effective May 19, 1990, the 1988 ODA fee schedule.

Pension Plan: Effective May 19, 1989, employer contributes 30¢ (25¢) per hour worked for employee to age 65. Effective May 19, 1990, 35¢.

Safety Shoe Allowance: Effective May 19, 1989, \$60 (\$50) per year plus 50% of the amount in excess \$60 (\$50).

Chromalox Inc., previously Glengarry Industries at Cambridge - Local 8698, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 23, 1988 to April 22, 1990, covering 202 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 23/88	Apr. 23/89
Increases		Minimum 4.5%	4.5%
Additional Adjustments		Certain reclassifications	

Assembler	\$8.00 (\$7.56)	\$8.36
Tool and Die Maker	\$15.55 (\$14.88)	\$16.25

Shift Premium: 35¢ (30¢). Effective April 23, 1989, 40¢.

First Aid Premium: 25¢ (10¢) per hour for designated employee with certificate.

Acting Pay (new): 50¢ per hour for Operator 1 working on Fin Press and 50¢ per hour for Operator 2 working on Line Feeder.

Bereavement Leave: 3 (1) days' paid leave upon death of grandparent or mother/father-in-law.

Health and Welfare: Life Insurance and AD & D - Benefit is \$17,000 (\$16,000). Effective April 23, 1989, \$18,000.

Weekly Indemnity - Benefit is payable on a 1-1-3-39 (1-1-4-39) basis.

Dental - Coverage is based on the 1987 (1985) ODA fee schedule. Effective January 1, 1989, coverage equivalent to Blue Cross 9 with 80%-20% co-insurance. (Previously, equivalent to Blue Cross 7 with no co-insurance.)

Safety Shoe Allowance: \$45 (\$40) per year. Effective April 1989, \$50.

Lennox Industries (Canada) Limited at Toronto - Local 7235, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1988 to April 30, 1991, covering 208 employees, settled with mediation assistance. Duration of negotiations - 2½ months.

Wages:	Effective	May 1/88	May 1/89	May 1/90
General Increases		30¢	45¢	60¢

Non-Incentive Rates

Labour Grade 7 (Labourer-General)	\$11.33 (\$11.03)	\$11.78	\$12.38
Labour Grade 1 (includes Maintenance Mechanic No. 1)	\$13.47 (\$13.17)	\$13.92	\$14.52

Paid Vacation: Effective May 1, 1989, 4 weeks after 10 (11) years of service.

Bereavement Leave: 1 day's paid leave upon death of grandchild (new).

Court Witness Leave (new): Subpoenaed witness receives the difference between regular daily wage and witness pay. (Previously, only applied to Crown witness.)

Health and Welfare: Life Insurance and AD & D - Benefit is \$23,000 (\$22,000). Effective May 1, 1989, \$24,000. Effective May 1, 1990, \$25,000.

Vision - (new) - Maximum claim is \$60 every 2 years per employee for prescription glasses and contacts. Effective May 1, 1989, \$60 every 2 years per family member.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan: Basic Benefit - \$15 (\$14.50) per month per year of service. Effective May 1, 1989, \$15.75. Effective May 1, 1990, \$17.

Paid Education Leave: 5 days per year.

Safety Shoe Allowance: \$46 (\$45) per year. Effective May 1, 1989, \$48. Effective May 1, 1990, \$51.

TRANSPORTATION EQUIPMENT

Fabricated Steel Products (Windsor) Limited at Windsor - Local 195, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 582 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
COLA Fold-in		*		
General Increases		2%	2%	2.5%
Press Operator		(\$14.37)		
Industrial Truck Repair & Plant Mechanic "A"		(\$15.49)		

* To equal COLA float accrued by November 30, 1988. \$1.19 float accrued as of July 31, 1988.

Lump Sum Settlement Payment: \$1,000 per employee.

COLA: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the November 1988 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Paid Vacation: 5 weeks after 15 (18) years of service.

Health and Welfare: Vision - Maximum claim is \$100 (\$60) per person every 2 years.

Pension Plan: Basic Benefit - \$21 (\$20) per month per year of service. Effective January 1, 1990, \$22. Effective January 1, 1991, \$23.

Bridging Benefit - \$10 (\$7) per month per year of service. Effective January 1, 1990, \$12. Effective January 1, 1991, \$14.

Special Supplemental Benefit (new) - \$6 per month per year of service for employee retiring at age 55 and with 30 years of service, payable up to age 65. Effective January 1, 1990, \$7. Effective January 1, 1991, \$8.

Paid Union Leave: 8 (4) hours per day for benefit representative, 10 (4) hours per week for safety representative, and 8 (4) hours per week for recording secretary.

Safety Shoe Allowance: \$75 (\$50) maximum every 500 hours worked.

Protective Clothing Allowance: \$50 (\$25) per year for aprons.

Tool Allowance: \$90 (\$80) for every 1,000 hours worked.

ELECTRICAL PRODUCTS

Smith & Stone (1982) Inc. at Georgetown - Local 1421, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from March 1, 1988 to February 28, 1990, covering 270 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Mar. 1/88</u>	<u>Mar. 1/89</u>
	COLA Fold-in	65¢	
	General Increases	30¢	30¢
	Additional Adjustments	10¢ for Set-up, 20¢ for Skilled Trades, 2¢-49¢ for certain classifications	10¢ for Set-up 15¢ for Skilled Trades
	Production Operator	\$8.84 (\$7.87)	\$9.14
	Tool and Die Maker	\$14.81 (\$13.66)	\$15.26

COLA: 1¢ per 0.168 point change in the CPI - 1981=100, using the January 1988 index as the base. Adjusted quarterly Guarantee of 10¢ every 6 months and cap of 20¢ each year. (Basic formula is unchanged.)

Shift Premium: 0-30¢-35¢ (0-23¢-28¢).

Paid Vacation: 3 weeks after 6 (8) years of service, 4 weeks after 13 (18) years and 5 weeks after 22 years (previously 4 weeks plus 2 days after 25 years).

Vacation Bonus (new): \$30 per week of vacation entitlement.

Bereavement Leave: 3 days' paid leave upon death of brother/sister-in-law (new). 3 (1) days' paid leave even when unable to attend funeral.

Health and Welfare:	<u>Life Insurance</u> - Benefit is \$13,000 (\$11,000). Effective March 1, 1989, \$14,000.
	<u>Life Insurance for Retirees</u> - Benefit is \$3,500 (\$3,000). Effective March 1, 1989, \$4,000.
	<u>Weekly Indemnity</u> - Benefit is \$200 (\$175). Effective March 1, 1989, \$225.
Pension Plan:	<u>Basic Benefit</u> - \$10 (\$8.50) per month per year of credited service after May 31, 1970 for future retirees and \$2 per month per year of credited service prior to May 31, 1970 for future retirees only (new). Effective March 1, 1989, \$11.50 and \$4 respectively.
	<u>Special Payments</u> - \$100 (\$25) lump sum payment in November of each contract year to current retirees.

NON-METALLIC MINERAL PRODUCTS

Southwestern Ontario Ready Mix Companies at Hamilton, Kitchener, St. Catharines and vicinity - Locals 141 and 879, Teamsters (AFL-CIO): Several 24-month renewal agreements effective from April 1, 1988 to March 31, 1990, covering 498 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	General Increases	\$1.25	\$1.25
	<u>St. Lawrence Cement Boehmer Division</u>		
	Garage Labourer	\$16.75 (\$15.50)	\$18.00
	Ready-Mix Driver	\$17.15 (\$15.90)	\$18.40
	Garage Mechanic	\$17.60 (\$16.35)	\$18.85

Changes to health and welfare benefits are similar to those reported above for Toronto and Vicinity Ready Mix Companies and Local 230, Teamsters.

Pension Plan: Employer Contribution - Effective January 1, 1989, \$150 (\$130) per month per employee. Effective January 1, 1990, \$175.

Toronto and Vicinity Ready Mix Companies - Local 230, Teamsters (AFL-CIO): Sixteen 24-month renewal agreements effective from April 1, 1988 to March 31, 1990, covering 879 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	General Increases	\$1.60	\$1

Lake Ontario Cement Ltd.
Premier Concrete Div.

Helper	\$17.90 (\$16.30)	\$18.90
Clam Operator	\$18.30 (\$16.70)	\$19.30

Health and Welfare: Life Insurance and AD & D - Effective July 1, 1988, benefit is \$32,500 (\$30,000). Effective July 1, 1989, \$35,000.

LTD - Effective July 1, 1988, maximum benefit is \$700 (\$600) per month. Effective July 1, 1989, \$800.

Dental - Effective July 1 in each contract year, coverage is based on the 1987 (1986) and 1988 ODA fee schedules respectively.

Pension Plan: Employer Contribution - Effective January 1, 1989, \$140 (\$130) per month per employee. Effective January 1, 1990, \$160.

Safety Shoe Allowance (maintenance): \$50 (\$35) per year.

Wabco-Standard Limited, American-Standard Division, Lansdowne Plant at Toronto - Local 231, Glass, Molders and Allied Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 15, 1988 to May 14, 1990, covering 400 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 14/88</u>	<u>May 15/89</u>
--------	-----------	-------------------	------------------

Increases

Day Workers	52¢-64¢	52¢-64¢
Incentive Workers	40¢	40¢

Day Worker Rates*

Plastics A (Assembler)	\$9.21-\$9.41 (\$8.69-\$8.89)	\$9.73-\$9.93
Plastics G (Mould Maintenance Set-Up)	\$14.43-\$15.93 (\$13.79-\$15.29)	\$15.07-\$16.57

* Existing 20¢ per hour add-on to incentive and day rates continues.

Maximum rates are reached after two 3-month increases.

Lump Sum Payment: \$275 per employee in lieu of retroactivity.

Health and Welfare: Life Insurance and AD & D - Benefit is \$16,000 (\$14,500). Effective May 15, 1989, \$16,500.

LTD - Benefit is \$100 (\$90) per week.

Dental - Coverage is based on the 1986 (1985) ODA fee schedule. Effective May 15, 1989, the 1987 ODA fee schedule.

Pension Plan:	<u>Basic Benefit</u> - \$17 (\$16) per month per year of service. <u>Effective May 15, 1989, \$18.</u>
	<u>Early Retirement</u> - Benefit is reduced by 1½% (3%) per year of early retirement from age 62 to age 65 and by 4% per year from age 60 to age 62 (new).
Safety Shoe Allowance:	Effective May 15, 1988, \$55 (\$50) per year.
Uniform Allowance:	Employer pays full cost of rental and cleaning of work clothes for Mould Makers, Blockers, Casers and Slip House employees. (Previously for Mould Makers only.)

PETROLEUM AND COAL PRODUCTS

Petro-Canada Products Inc. at North York, Clarkson, and Oakville, Ontario and other centres across Canada - Various Locals, Energy and Chemical Workers (CLC): Four 24-month renewal agreements effective from February 1, 1988 to January 31, 1990, covering 572 Ontario employees, settled at the bargaining stage, except for Clarkson which settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Feb. 1/88</u>	<u>Feb. 1/89</u>
	General Increases	4.5%	4.5%
	<u>Clarkson Refinery</u>		
	Additional Adjustment	40¢ for Blender/ Greasmaker	22¢ for Blender/ Greasmaker
	Labourer	\$13.28 (\$12.71)	\$13.88
	Mechanic 1	\$19.69 (\$18.84)	\$20.58
	Master Operator	\$21.28 (\$20.36)	\$22.24
Shift Premium:	7-day continuous operation: 8-hour shift: 36¢-72¢-\$1.25 (34¢-68¢-\$1.20). Effective February 1, 1989, 37¢-75¢-\$1.31.		
Health and Safety and Industrial Relations Training Fund (new):	Employer contributes 3¢ per hour worked.		

CONSTRUCTION

Electrical Power Systems Construction Association, province-wide - Electrical Power Systems Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (Generation Projects Construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 3,000 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	General Increases	\$2	\$1
	<u>Journeyman</u>		
	Local 402, Thunder Bay	\$25.93 (\$23.93)	\$26.93
	Local 353, Toronto	\$27.06 (\$25.06)	\$28.06
	Local 105, Hamilton	\$27.38 (\$25.38)	\$28.38

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, SUB, education, training, promotion and EPSCCO funds.

Overtime Pay: Double-time after 9½ (8) hours worked per day, Monday to Friday.

Welfare Fund:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	<u>Local</u>		
	773	\$1.46 (\$1.39)	\$1.59
	530	\$1.00 (\$0.60)	\$1.00
	120	\$1.36 (\$1.13)	\$1.36
	1788	\$0.80 (\$0.70)	\$0.80
	894	\$1.40 (\$0.72)	\$1.40
	115	\$1.25 (\$1.00)	\$1.25
	586	\$1.55 (\$1.32)	\$1.55
	1687	\$1.60 (\$1.45)	\$1.65
	402	\$1.20 (\$0.95)	\$1.20
	Pension Fund:Effective	<u>May 1/88</u>	<u>May 1/89</u>
	<u>Local</u>		
	773	\$1.30 (\$1.05)	\$1.55
	530	\$1.55 (\$1.08)	\$1.61
	120	\$1.74 (\$1.45)	\$1.84
	105	\$2.20 (\$1.00)	\$2.20
	804	\$1.67 (\$1.50)	\$1.74
	1788	\$1.50 (\$1.00)	\$1.50
	115	\$1.50 (\$1.35)	\$1.65
	586	\$1.15 (\$0.82)	\$1.75
	1739	\$1.57 (\$0.50)	NA
	1687	\$1.30 (\$1.05)	\$1.50

Mileage Allowance: 26¢ (23¢) per kilometre when required to use own car during the course of duty.

Travel Allowance: \$10-\$19 (\$8.50-\$17.75) per day for employees living in 20-97 kilometre radius from project, not qualifying for room and board allowance, and \$23 (\$21) per day outside 97 km radius.

Room and Board Allowance: Atikokan Project - Effective June 17, 1988, \$39 (\$36) per day worked or reported, for employees living more than 97 kilometres radius from project and maintaining temporary accommodation at or near project. Effective May 1, 1989, \$42.

Pickering and Darlington Projects - Effective June 17, 1988, \$25 (\$22) per day worked or reported, for employees living more than 97 kilometre radius. Effective May 1, 1989, \$28.

All Other Projects except Atikokan - Effective June 17, 1988, \$38 per day worked or reported, for employees living more than 97 kilometre radius from project and maintaining temporary accommodation at or near project. Effective May 1, 1989, \$41.

\$23 (\$21) per day worked or reported for employees living more than 97 kilometre radius from project and commuting to work on a daily basis.

Tool and Clothing Insurance: Maximum claim is \$400 (\$250) for tools or clothing lost due to fire or tools lost due to theft.

Initial Travel and Return Allowance: 22¢ (19¢) per kilometre for tradesmen recruited more than 161 km radius from work location.

Electrical Power Systems Construction Association, province-wide - Locals 700, 721, 736, 759, 765 and 786, Structural Iron Workers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Package:	Effective	<u>June 19/88</u>	<u>May 1/89</u>
	General Increases	\$1.50	\$1.50
	<u>Journeyman Ironworker</u>		
	Local 759, Thunder Bay	\$25.48 (\$23.98)	\$26.98
	Locals 700, 721, 736 765 and 786. Windsor Toronto, Hamilton, Ottawa and Sudbury	\$26.07 (\$24.57)	\$27.57

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, 2¢ to union fund, and 5¢ to trade improvement fund except no contribution for Local 700.

Welfare Fund: Employer contributes \$1.65 (\$1.50) per hour earned.

Pension Fund: Employer contributes to Local 700, \$2.70 (\$2.20) per hour earned; Local 721, \$2.50 (\$2.25); Local 736, \$2 (\$1.50); Local 759, \$3 (\$2.40); Local 765, \$2 (\$1.75); and Local 786, \$2.75 (\$2.60).

Electrical Power Systems Construction Association, province-wide - Local 1788, Electrical Workers (IBEW) (AFL-CIO/CFL) (Transmission System Construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 600 employees, settled with mediation assistance. Duration of negotiations - 3½ months.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	General Increases	\$2	\$1
	<u>Journeyman</u>		

Local 339 Thunder Bay	\$25.93 (\$23.93)	\$26.93
Local 353 Toronto	\$27.06 (\$25.06)	\$28.06
Local 105 Hamilton	\$27.38 (\$25.38)	\$28.38

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds and special allowances of 56¢ to Local 353 and 41¢ to Local 105.

Overtime Pay: Premium rate applies to employee who works in excess of 24 hours continuously until employee receives an 8-hour break.

Reporting Pay: Minimum 2 (4) hours' pay.

Welfare Fund: Employer contributes 80¢ (50¢-70¢) per hour earned.

Pension Fund: Employer contributes \$1.50 (\$1) per hour earned.

Special Allowance Fund: Employer contributes per hour earned to the special welfare, pension and SUB fund:

Effective	May 24/88	May 1/89
<u>Local</u>		
773	\$2.34 (\$2.19)	\$2.92
530	\$0.66 (\$0.00)	\$0.72
120	\$0.90 (\$1.93)	\$1.00
105	\$0.41 (\$1.01)	\$0.41
303	\$0.96 (\$1.06)	\$0.41
804	\$0.96 (\$1.06)	\$1.05
353	\$0.56 (\$1.16)	\$0.56
894	\$0.20 (\$0.80)	\$0.41
115	\$0.46 (\$0.66)	\$0.61
586	\$0.60 (\$0.59)	\$1.20
1739	\$0.73 (\$0.26)	NA
1687	\$0.98 (\$1.24)	\$1.24
339	\$0.00 (\$0.26)	-

Inclement Weather Pay: Minimum 4 (2) hours' pay.

Mileage Allowance: 24¢ (23¢) per kilometre when required to use own car during the course of duty. Effective May 1, 1989, 25¢.

Travel Allowance: \$9.25-\$18.50 (\$8.50-\$17.75) per day for employees living in 20-97 kilometre radius from work site, not qualifying for room and board, and \$21.75 (\$21) per day outside 97 km radius.

Room and Board Allowance: \$49 (\$41) per day worked or reported for in the Northern Region and \$49 (\$38) in the Southern Region for employees reporting to work site more than 97 kilometres from regular residence. Effective May 1, 1989, \$54.

Initial Travel and Return Allowance: 21¢ (19¢) per kilometre for tradesman recruited more than 161 km radius from work location.

Electrical Power Systems Construction Association, province-wide - Various Locals, Plumbers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 891 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	General Increases	\$1.50	\$1.50
	<u>Journeyman</u>		
	Local 508	\$24.53	\$26.03
	Sault Ste. Marie	(\$23.03)	
	Local 46	\$26.81	\$28.31
	Toronto	(\$25.31)	
	Local 67	\$26.90	\$28.40
	Hamilton	(\$25.40)	

Package rates shown include wages; vacation and holiday pay; and employer contributions to welfare; pension; 33¢ (23¢) to training fund for Local 508, 14¢ for Local 46, and 13¢ (12¢) for Local 67; 2¢ to special allowance for Locals 508 and 46, and 22¢ for Local 67; and 10¢ to SUB for Local 46, 20¢ for Local 67.

Effective June 26, 1988, 23¢ to special allowance for Local 67.

Effective May 1, 1989, 24¢ to special allowance for Local 67, and 38¢ to training fund for Local 508.

Welfare Fund: Employer contributions per hour earned:

Effective	<u>May 1/88</u>	<u>May 1/89</u>
<u>Local</u>		
67	\$1.25 (\$1.15)*	\$1.25
221 & 71	\$1.10 (\$1.00)	\$1.20
508	\$.80 (\$.60)	\$.85
527	\$1.25 (\$1.15)	\$1.25
552	\$1.55 (\$1.05)	\$1.55
593	\$1.05 (\$.80)	\$1.05
628	\$1.08 (\$.93)	\$1.08
663	\$2.00 (\$1.25)	\$2.00
667	\$1.55 (\$1.45)	\$1.60
800	\$1.63 (\$1.38)	\$1.63
819	\$2.25 (\$2.00)	\$2.50

*Effective June 26, 1988.

Pension Fund: Employer contributions per hour earned:

Effective	May 1/88	May 1/89
<u>Local</u>		
46	\$1.75 (\$1.50)**	\$2.05
67	\$2.00 (\$1.25)***	\$2.50
71	\$1.40 (\$1.10)	\$1.70
221	\$1.65 (\$1.40)	\$1.90
463	\$1.70 (\$1.40)	\$2.00
508	\$1.71 (\$1.61)	\$1.82
527	\$1.65 (\$1.55)	\$1.75
552	\$1.30 (\$1.00)	\$1.40
593	\$1.25 (\$1.00)	\$1.50
599	\$1.68 (\$1.53)	\$1.83
628	\$1.75 (\$.93)	\$1.75
663	\$1.55 (\$1.45)	\$1.65
666	\$1.90 (\$1.60)	\$2.20
800	\$1.75 (\$1.75)	\$2.25
819	\$1.60 (\$1.26)	\$1.90

** Effective September 1, 1988.

*** Effective May 1, 1988, \$1.50. Effective June 26, 1988, \$2.

Hand Association of Sewer, Watermain and Road Contractors at OLRB Area 26 plus the Township of North and South Grimsby and the Regional Municipality of Haldimand Norfolk - Local 793, International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990 with wages retroactive to May 1, 1988, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

Package:	Effective	May 1/88	May 1/89
General Increases		\$1.50	\$1.50
Oiler, Open-Cut, 1st year		\$19.70 (\$18.20)	\$21.20
Crane Operator		\$23.83 (\$22.33)	\$25.32

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Welfare Fund: Employer contributes 70¢ (65¢) per hour earned. Effective May 1, 1989, 75¢.

Pension Fund: Employer contributes \$1.60 (\$1.10) per hour earned. Effective May 1, 1989, \$2.

Compressed Air Premium: Increased by 50¢ per hour.

Travel Allowance: 36¢ (34¢) per kilometre each way for work performed outside county of Wentworth and town of Burlington. Effective May 1, 1989, 38¢.

Board Allowance: Maximum \$44 (\$40) per day up to \$220 per week when required to stay away overnight. Effective May 1, 1989, \$48.40 and \$242 respectively.

Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Association, Acoustical Association of Ontario, Resilient Flooring Contractors Association of Ontario, Caulking Contractors Association of Ontario, Industrial Contractors Association of Canada and Interior Systems Contractors Association of Ontario, province-wide - Ontario Provincial Council, Carpenters (AFL-CIO) (industrial, commercial and institutional construction): A 22-month renewal agreement effective from June 23, 1988* to April 30, 1990, covering 12,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

* Previous agreement expired April 30, 1988.

Package:	Effective	<u>June 23/88</u>	<u>May 1/89</u>
	Increases		
	Hamilton, Toronto, Oshawa, Cambridge and Ottawa Zone 1	\$1.50	\$1.50
	All other areas	\$1.30	\$1.30

Journeyman Carpenter

Local 93, Ottawa Zone 3, Pembroke	\$22.27 (\$20.97)	\$23.57
Toronto District Council, Local 27, OLRB Area 8	\$25.97 (\$24.47)	\$27.47

A. ACOUSTICAL AND DRYWALL APPENDIX

Journeyman

Local 93, Ottawa Zone 3	\$22.27 (\$20.97)	\$23.57
Local 675, Toronto	\$24.72 (\$23.22)	\$26.22
Local 18, Hamilton	\$26.04 (\$24.54)	\$27.54

B. CAULKING APPENDIX

Journeyman Caulker

Local 27, Toronto	\$21.84 (\$20.34)	\$23.34
-------------------	----------------------	---------

C. RESILIENT FLOOR WORKERS APPENDIX

Journeyman Resilient Floor
and Carpet Layer

Western Ontario District Council - Goderich, London, Owen Sound and Stratford	\$22.94 (\$21.64)	\$24.24
--	----------------------	---------

Local 2965, Toronto	\$23.67 (\$22.17)	\$25.17
Local 18, Hamilton	\$23.87 (\$22.37)	\$25.37

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds; and 10¢ to administration funds and 25¢ supplemental dues check-off for Local 675, Toronto.

Mileage Allowance: Increased by 5% June 23, 1988 and a further 5% May 1, 1989, except for a special contract between L.D.C.A. (General Contractor) and the Western Ontario District Council, details unavailable.

Zone Travel: Increased by 5%. Effective May 1, 1989, a further 5%.

Room and Board: Increased by 6%, except Local 1669, Thunder Bay - \$23 (\$21) per day. Effective May 1, 1989, increased by a further 6%, except Local 1669 - \$24.

Interior Systems Contractors Association of Ontario, province-wide - Local 675, Carpenters (AFL-CIO) (residential construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 1,000 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Package:	Effective	<u>June 12/88</u>	<u>May 1/89</u>	<u>Nov. 1/89</u>
	General Increases	\$1.50	\$1	\$1
	Journeyman	\$24.67	\$25.67	\$26.67
	Drywall-Acoustic	(\$23.17)		

Package rates shown include wages, vacation and holiday pay, and a total employer contribution of \$2 to welfare, pension, SUB and industry funds and union dues.

Piece Work Rates (per 1,000 sq. ft.):	Effective	<u>June 12/88</u>	<u>May 1/89</u>
	Drywallers	\$128	\$140
	Boardmen	(\$118)	
	Woodframe/ Residential	\$123 (\$113)	\$135
	Housing Insulation	\$81 (\$77)	\$85

Ontario Painting Contractors Association, Acoustical Association of Ontario, and Interior Systems Contractors Association of Ontario, province-wide - Ontario Council, Painters (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 3,600 employees, settled with at the post mediation bargaining stage. Duration of negotiations - 3 months.

A. Ontario Painting Contractors Association

Package:	Effective	<u>May 16/88</u>	<u>May 1/89</u>	<u>Jan. 1/90</u>
----------	-----------	------------------	-----------------	------------------

Increases

Toronto, Oshawa	\$1.53	\$1.51	
Hamilton/Niagara	\$1.25	\$1.25	54¢
Ottawa	\$1	\$1	40¢
All other areas	\$1	\$1	

Journeyman Painter, Brush

Local 200, Ottawa	\$21.27 (\$20.17)	\$22.27	\$22.67
District Council 46, Toronto	\$23.78 (\$22.15)	\$25.29	\$25.29

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension funds.

Welfare Fund: Effective May 1, 1989, employer contributes \$1.25 (\$1.15) per hour worked.

Pension Fund: Effective May 16, 1988, employer contributes \$1.40 (\$1.20) per hour worked. Effective May 1, 1989, \$1.60.

Overtime Pay
(Local 1590,
Sarnia): Time and one-half for the first 2 overtime hours worked on bridges, tanks and marine work (new).

Industry Fund: Employer contributes 10¢ (20¢) per hour worked.

Board Allowance: \$40 (\$35) per day to a maximum \$280 (\$245) per week for employee required to maintain temporary living quarters away from permanent residence.

Mileage Allowance: Effective May 16, 1988, 35¢ (32¢) per mile for employee required to use own vehicle on company business.

Travelling Allowance: District Council 46, Toronto - \$1 per day for work performed within a 0-5 mile radius of City Hall (new).

Local 205, Hamilton - \$7.50 (\$7) for work performed within a 25-35 mile radius (including the Nanticoke area) of Main and Sherman.

B. Ontario Acoustical Association and Interior Systems Contractors Association of Ontario (drywall tapers, plasterers, fireproofing applicators, acoustical sprayers and asbestos removers)

Package: Effective June 30/88 May 1/89 Nov. 1/89

Increases

Toronto, Hamilton, Niagara Falls, Oshawa and Barrie	\$1.50	\$1	\$1
All other areas	\$1	\$1	60¢

Journeyman Plasterer - Local 1891

Drywall Taper

Kitchener	\$21.69	\$22.69	\$23.29
-----------	---------	---------	---------

(\$20.69)

Toronto	\$24.75 (\$23.25)	\$25.75	\$26.75
---------	----------------------	---------	---------

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Drywall Tapers - Residential Piecework

Apartments and Stack Townhouses - Effective May 23, 1988, \$130 (\$120) per 1,000 square feet. Effective May 1, 1989, \$142.

Houses and Townhouses - Effective May 23, 1988, \$127 (\$117) per 1,000 square feet. Effective May 1, 1989, \$139.

Cornerbeads - Effective May 23, 1989, 25¢ (20¢) per lineal foot.

Skylight Premium (new) - \$25 for 2'x4' skylight and \$50 for 4'x4' skylight.

Welfare Fund: Effective November 1, 1989, employer contributes \$1.25 (\$1.15) per hour worked.

Pension Fund: Employer contributes \$1.25 (\$1.20) per hour worked. Effective November 1, 1989, \$1.60.

Industry Fund: Discontinued. (Previously, employer contributed 10¢ per hour worked.)

Board Allowance: Effective November 1, 1988, \$5.50-\$33 (\$5-\$30) per day worked for employee required to travel 30-150 miles to and from work.

Ontario Precast Concrete Manufacturers Association, province-wide - Ontario Provincial District Council, Labourers (AFL-CIO) (erectors and finishers of precast concrete products) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 250 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Package:	Effective	<u>May 2/88</u>	<u>May 1/89</u>
	Increases		
	Welder and Erector, province-wide	\$1.50	\$1.50
	Toronto	\$1.50	\$1.50
	All other areas	\$1	\$1
	General Precast Labourer, Local 607, Thunder Bay	\$21.57 (\$20.57)	\$22.57
	Welder (certified) and Erector, province-wide, except Local 607	\$24.18 (\$22.68)	\$25.68

Package rates shown include wages, vacation and holiday pay, and

employer contributions to welfare, pension and 10¢ to training funds.

Travel Allowance: \$5.75-\$33 (\$3.87-\$27.95) when required to travel 25 to 130 miles outside of the free zone; \$41.25 (\$34.94) when required to travel over 130 miles plus \$8.25 (\$6.99) for every additional 30 miles. Effective May 1, 1989, \$6-\$34, \$42.50, and \$8.50 respectively.

Meal Allowance: Effective May 2, 1988, \$23 (\$18) per day when required to stay overnight. Effective May 1, 1989, \$24. Effective June 6, 1989, \$25.

Ottawa Construction Association at OLRB Areas 14, 15 and 31 - Local 93, Carpenters (AFL-CIO) (Non-ICI construction): A 22-month renewal agreement effective from June 23, 1988* to April 30, 1990, covering 1,300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previous agreement expired April 30, 1988.

Package:	<u>Effective</u>	<u>June 23/88</u>	<u>May 1/89</u>
	Increases**		
	Zone 1, Ottawa	\$1.50	\$1.50
	Zone 2, Cornwall	\$1.30	\$1.30
	Zone 3, Pembroke	\$1.30	\$1.30

Carpenter, concrete forming construction ***

Zone 3, Pembroke	\$22.27 (\$20.97)	\$23.57
Zone 1, Ottawa	\$24.75 (\$23.25)	\$26.25

Carpenter, low-rise residential

Zone 3, Pembroke	\$18.29 (\$16.99)	\$19.40
Zone 1, Ottawa	\$20.27 (\$18.97)	\$21.57

** Carpenters performing low-rise residential work to receive 80% of the hourly rate increase for other employees.

*** For work performed by general contractor direct hired employees and excluding concrete forming for wood framed residential construction.

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension funds.

Welfare Fund: Effective May 1, 1989, employer contributes 95¢ (85¢) per hour worked.

Pension Fund: Employer contributes \$1.50 (\$1.25) per hour worked. Effective May 1, 1989, \$1.75.

Mileage Allowance: 36¢ (34¢) per mile outside 15 mile radius. Effective May 1, 1989, 38¢.

Board Allowance: \$32.44 (\$30.70) per day when employee required to temporarily relocate. Effective May 1, 1989, \$34.49.

Plasterers Employer Bargaining Agency for the Ontario General Contractors Association Labour Relations Bureau, and Walls and Ceilings Contractors Association, province-wide - Ontario Provincial Conference, Plasterers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Package:	Effective	June 30/88	Nov. 1/88	May 1/89	Nov. 1/89
Increases					
Toronto		\$1.50		\$1.50	
Hamilton		\$1.15		\$1.20	
Ottawa		\$1	50¢	\$1	50¢
All other areas		\$1		\$1	
<u>Journeyman Plasterer</u>					
Local 598, Sudbury		\$21.72 (\$20.72)	\$21.72	\$22.72	\$22.72
Local 598, Toronto		\$23.54 (\$22.04)	\$23.54	\$25.04	\$25.04

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Pension Fund: Employer contributes \$1.28 (\$1.08) per hour worked.

Board Allowance: \$36 (\$32) per day when required to stay away overnight. Effective May 1, 1989, \$40.

Toronto-Residential Air Handling Group, OLRB Area 8 - Local 285, Sheet Metal Workers (AFL-CIO/CLC): A 22½-month renewal agreement effective from June 17, 1988* to April 30, 1990, covering 500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3½ months.

*Previous agreement expired April 30, 1988.

Package:	Effective	June 17/88	Nov. 1/88	Dec. 1/88
Increases		\$1.50	25¢ for Journeyman- Warm Air Home Heating	25¢
Journeyman- Warm Air Home Heating		\$22.34 (\$20.84)	\$22.59	\$22.84
Journeyman - Highrise		\$23.62 (\$22.12)	\$23.62	\$23.87

Effective	May 1/89	<u>Nov. 1/89</u>
Increases	\$1.50	50¢
Journeyman- Warm Air Home Heating	\$24.34	\$24.84
Journeyman- Highrise	\$25.37	\$25.62

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Pension Fund (new): Effective December 1, 1988, Employer contributes 25¢ per hour worked. Effective November 1, 1989, 50¢.

TRANSPORTATION

Canadian Pacific Limited, system wide - Electrical Workers (IBEW), Firemen and Oilers, Machinists, Plumbers, and Sheet Metal Workers (AFL-CIO/CLC and CFL) (shopcraft employees): Several 24-month renewal agreements effective from January 1, 1987 to December 31, 1988, covering 296 Ontario employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 21 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>	<u>July 1/88</u>
General Increases	3%		3%	.5% non-compounded
Helper	\$12.378 (\$12.017)		\$12.749	\$12.811
Lead Hand (new)	\$15.205 (\$14.762)		\$15.661	\$15.737

Start Rate (new) - Effective March 1, 1988, 85% of job rate for first 7 months of service, progressing to job rate in 5% increments every 7 months.

Shift Premium: Effective January 1, 1988, 0-35¢-35¢ (0-30¢-35¢). Effective March 1, 1988, 0-35¢-40¢.

Paid Vacation: 3 weeks after 3 (4) calendar years of service. Vacation to be rescheduled if it falls during Jury Duty (new).

Bereavement Leave: 3 days' paid leave upon death of step-brother/sister (new).

Health and Welfare: Life Insurance - Effective March 1, 1988, benefit is \$20,000 (\$15,000).

Life Insurance for Retirees - Benefit is \$4,000 (\$3,500).

Medicare Allowance - Discontinued. (Previously, \$5.50 per month for single coverage and \$11.50 for family coverage.)

Extended Health - Maximum claim for hearing aids is \$200 per person every 5 consecutive years (new).

Dental - Coverage is based on the 1987 (1986) and 1988 ODA fee schedules in each contract year respectively. Effective January 1, 1988, maximum annual claim is \$900 (\$800) per person.

Mileage Allowance: Effective March 1, 1988, 28¢ (21¢) per kilometre.

Job Security/ Relocation Allowances: Incidental Expenses - \$600 (\$550).

Commuting Allowance - \$130 (\$120) per month.

Allowance for Loss on Sale of Home - \$8,500 (\$7,700).

Wheeled Home Relocation Cost - \$4,600 (\$4,400).

Room and Board - \$150 (\$140) for meals and \$60 (\$55) for temporary living accommodation per week.

COMMUNICATION

Bell Canada, Ontario and Quebec - Canadian Telephone Employees Association (Ind.) (clerical and associated employees): A 24-month renewal agreement effective from June 1, 1988 to May 31, 1990, covering 10,000 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>June 1/88</u>	<u>June 1/89</u>
	General Increases	5%	4.5%
	Additional Adjustments	Some class-ification adjustments	Some class-ification adjustments
	Clerk 4	\$7.26-\$10.79 (\$6.92-\$10.28)	\$7.59-\$11.28
	Wage Band 7	\$7.81-\$14.95	\$8.16-\$15.62
	Wage Band 9 Service Representative	\$9.06-\$17.02	\$9.47-\$18.02

Maximum rate for Clerk 4 is reached after five 6-month and one annual increase, for Wage Band 7 after eight 6-month and one annual increase, and for Wage Band 9 Service Representative after nine 6-month and one annual increase.

COLA: 1% per 1% increase in the CPI - 1981=100 (unchanged) from November 1988 to November 1989, triggered at 5.5% (7.5%) and folded into wages in February 1990. (Previously, to be paid as a lump sum. Formula did not trigger.)

Overtime Pay: Effective June 1, 1989, time and one-half after 2 (4) hours of overtime in one week, and double time thereafter (unchanged).

Demonstration Pay:	60¢ (50¢) per hour.
In-Charge Pay:	\$2.50 when assigned to be in charge of other employees for a minimum of 1 (3) hour up to 5 hours in one day, and \$6 (\$5) when so assigned for more than 5 hours in one day.
Off-Normal Premium Pay:	60¢ (50¢) per hour for all hours worked between 6 p.m. and 7 a.m.
Paid Holidays:	12 (11) days.
Paid Vacation:	3 (2) weeks after 1 year of service and 6 weeks after 25 (30) years.

Canada Post Corp., system-wide - Canadian Union of Postal Workers (CLC) (full-time and part-time employees): A 34-month renewal agreement effective from October 1, 1986 to July 31, 1989, covering 9,587 Ontario employees, settled by arbitration following back-to-work legislation. Duration of negotiations - 24 months.

Wages:	Effective	<u>Oct. 1/86</u>	<u>Aug. 1/87</u>
	General Increases	*	3%
	Mail Handler 0-2 years	\$13.12-\$13.28 (\$13.12-\$13.28)	\$13.28-\$13.68
	Mail Dispatcher 0-1 year	\$13.44-\$13.55 (\$13.44-\$13.55)	\$13.84-\$13.96
	Effective	<u>Aug. 1/88</u>	
	General Increase	3%	
	Mail Handler	\$13.68-\$14.09	
	Mail Dispatcher	\$14.26-\$14.38	
	<u>Christmas Helper</u> - 100% (75%) of the classification minimum rate.		
* Lump Sum Payment:	\$600 per active full-time employee between October 1, 1986 and August 1, 1987; \$300 per active part-time employee.		
COLA:	1¢ per 0.26 point change in the CPI - 1971=100, using the December 1987 index as the base. Adjusted quarterly and triggered at 7% (5%). (Basic formula is unchanged. Formula did not trigger.)		
Hours of Work (part-time):	Maximum 30 (25) hours per week averaged over each 26 (12)-week period, except 40 hours during Christmas period (new).		
Paid Rest Periods (mail coders):	One 5-minute paid break each hour (new).		
Shift Premium:	0-95¢-\$1.15 (0-85¢-\$1.05). Night work recovery limit of 200 shifts removed.		
Weekend Premium:	\$1.15 (\$1.05) per regularly scheduled hour worked on Saturday and Sunday.		
Paid Vacation:	5 weeks after 14 (20) years of service.		

Paid Adoption Leave (new):	17 weeks at the difference between 93% of regular weekly earnings and UIC benefit.
Health and Welfare:	<u>OHIP</u> - Employer pays 70% (50%) of premium costs. <u>Major Medical</u> - Effective September 1988, employer pays 100% (50%) of premium costs. <u>Vision</u> - Effective June 29, 1988, maximum claim is \$130 (\$120) per family member every 2 years. <u>Dental</u> - Effective June 29, 1988, coverage is based on the 1986 (1984) ODA fee schedule. Effective January 1, 1989, the 1987 ODA fee schedule.
Part-time Positions Limit:	4,200 (4,500) positions.
Isolated Posts Allowances:	Revised effective July 1, 1988. Provision does not apply in Ontario.
Displacement Allowance:	\$200-\$400 (\$100-\$300).
Meal Allowance:	\$6.25 (\$6) after 2 hours of overtime.
Boot and Glove Allowance:	<u>Full-time</u> - \$240 (\$195) per year for boots and \$20 (\$17) per year for gloves. <u>Part-time</u> - 13¢ (11¢) per hour.

WHOLESALE TRADE

Drug Trading Company Limited and Druggists' Corporation Limited at Scarborough and Toronto - Local 11, Energy and Chemical Workers (CLC) (office, plant and warehouse employees): Two 24-month renewal agreements effective from April 15, 1988 to April 14, 1990, covering 414 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 15/88</u>	<u>Apr. 15/89</u>
	General Increases	4.5%	4.5%
	Additional Adjustments	Some job class Adjustments	
	<u>Plant Employees</u> <u>Weekly Rates</u> 40 hours per week		
	Finisher "B"	\$403.23 (\$385.87)	\$421.38
	Maintenance Mechanic	\$463.05 (\$443.11)	\$483.89
Shift Premium:	0-37¢-37¢ (0-35¢-35¢). Effective April 15, 1989, 0-40¢-40¢.		
Paid Vacation:	5 weeks after 22 (24) years of service.		

Health and Welfare:	<u>Dental</u> - Coverage is based on the 1987 (1986) ODA fee schedule. Effective April 15, 1989, Blue Cross Plan 9 (7) and the 1988 ODA fee schedule.
Meal Allowance:	\$5 (\$4.75) after 2 hours of overtime. Effective April 15, 1989, \$5.25.
Safety Shoe Allowance:	Maximum \$50 (\$45) per year.

RETAIL TRADE

Valdi Foods (1987) Inc., previously Valdi Foods Inc., Valdi Discount Foods Division, province-wide - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (part-time employees): A 36-month renewal agreement effective from January 1, 1988 to December 31, 1990, covering 822 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>June 1/89</u>	<u>June 1/90</u>
	Increases*	0-25¢	0-25¢	0-25¢
	Part-time Employee	\$4.55-\$8.75 (\$4.55-\$8.50)	\$4.75-\$9.00	\$4.75-\$9.25

*Increases are pro-rated, with zero increase on start rate to 100% on maximum rate.

Start Rates - Increased in accordance with the legislated minimum wage.

Maximum rates are reached after 48 (36) months.

Lump Sum Payments: \$75-\$100 depending on grid placement. Effective January 1, 1989 and January 1, 1990, \$125 for employees at the 48-month rate.

Christmas Bonus: Effective December 1, 1989, \$40 (\$30) for employees who have completed 3 years of continuous service.

Sick Leave: Nine 6-hour (4-hour) days per year when employee is hospitalized.

Bereavement Leave: Up to 3 (1) days' paid leave upon death of mother/father-in-law.

Health and Welfare: Employer Contribution - Effective January 1, 1989, 9¢ (8¢) per regular hour worked to a jointly administered plan. Effective January 1, 1990, 10¢.

Dental - Effective January 1, 1989, employer contributes 11¢ (10¢) per regular hour worked. Effective January 1, 1990, 12¢.

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and other Housing Authorities, province-wide except Metro Toronto - Local 3096, Canadian Union of Public Employees (CLC) (office and maintenance employees): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering

1,400 employees, settled at the bargaining stage. Duration of negotiations - 6½ months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan 1./89</u>
	General Increases	4.5%	4.5%
	Clerk 1	\$7.99-\$8.91 (\$7.65-\$8.53)	\$8.35-\$9.31
	Labourer	\$11.99 (\$11.47)	\$12.53
	Painter	\$13.20 (\$12.63)	\$13.79

Maximum rate for Clerk 1 is reached after 5 annual increases.

On-Site Premium: Building Custodians living on-site receive 65¢ (55¢) per hour from completion of regular shift to midnight. Effective January 1, 1989, 75¢. Effective July 1, 1989, 80¢.

Shift Premium: 50¢ (45¢) per hour worked between 5 p.m. and 7 a.m. or when majority of shift hours fall within this period. Effective July 1, 1988, 55¢. Effective January 1, 1989, 60¢. Effective July 1, 1989, 65¢.

Weekend Premium: 70¢ (65¢) per hour worked on Saturday and Sunday. Effective January 1, 1989, 75¢.

Lead Hand Premium: 70¢ (65¢) per hour in excess of own rate or rate of highest classification supervised, whichever is greater. Effective July 1, 1988, 75¢. Effective January 1, 1989, 80¢. Effective July 1, 1989, 85¢.

On-Site Rental: Full-time - Building Custodian is charged \$290 (\$277) per month for living quarters supplied by the employer. Effective January 1, 1989, \$300.

Part-time - Rent is based on earnings. Effective July 1, 1988, maximum charge of \$234 (\$221) per month. Effective January 1, 1989, maximum \$244.

Paid Vacation: 4 weeks after 8 (9) years of service, 5 weeks after 17 (18) years and 6 weeks after 25 years (new).

Sick Leave Gratuity: Pay out of one-half of credits to a maximum 130 days for employee with 7 (8) years of service upon termination other than retirement. Effective January 1, 1989, after 6 years of service. Effective December 1, 1989, 5 years.

Sick Leave (part-time): Accumulation of 1 (½) day per month based on scheduled hours worked.

Health and Welfare: Life Insurance - Part-time - Effective July 1, 1988, benefit is two times annual salary (previously 75% of annual salary).

Dental - Employer pays 100% of premium costs for denture coverage (new). Effective January 1, 1989, plan extended to include part-time employees, with the percentage of premium costs paid by the employer pro-rated according to hours worked (new).

EDUCATION AND RELATED SERVICES

Brant County Board of Education at Brantford - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 571 employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Sept. 1/88</u>
	Increase	5.1% for Teachers, 5.3% for Principal
	Teacher-Category D 0-6 years	\$20,434-\$26,200 (\$19,442-\$24,929)
	Teacher-Category A1 0-10 years	\$24,323-\$41,787 (\$23,143-\$39,759)
	Teacher-Category A4 0-11 years	\$28,909-\$52,975 (\$27,506-\$50,404)
	Principal 0-3 years	\$58,087-\$61,519 (\$55,163-\$58,423)

Responsibility Allowances: Increased by 5.1%.

Graduate Degree Allowance: \$750 (\$725).

Health and Welfare: Life Insurance - Effective February 1, 1989, benefit is 2½ (2) times annual salary.

Dental - Effective in 1988, employer pays 90% of premium costs for Blue Cross Rider 3, with 50%-50% co-insurance and maximum lifetime claim of \$1,000 per person (new). Coverage continues to be updated on January 1 to the previous year's ODA fee schedule.

Conference Fund: \$59,850 for the 1989 calendar year (\$55,800 for the 1988 calendar year).

Paid Preparation Time: Minimum 120 (110) minutes per 6-day cycle.

Brant County Board of Education at Brantford - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 409 employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	5.1%
	Teacher-Category 1 0-10 years	\$24,506-\$41,786 (\$23,317-\$39,758)
	Teacher-Category 4 0-11 years	\$29,124-\$52,975 (\$27,711-\$50,404)

Vice-Principal 0-3 years	\$58,407-\$63,190 (\$55,573-\$60,124)
Principal 0-3 years	\$65,842-\$71,358 (\$62,647-\$67,895)

Responsibility Allowances: Curriculum Co-ordinator \$5,328
(\$4,852)

All other allowances increased by 5.1%.

Graduate Degree Allowance: \$750 (\$725).

Health and Welfare: Life Insurance - Effective February 1, 1989, benefit is 2½ (2) times annual salary.

Dental - Coverage continues to be updated on January 1 to the previous year's ODA fee schedule.

Conference Fund: \$37,850 for the 1989 calendar year (\$36,000 for the 1988 calendar year).

Bruce County Board of Education at Chesley - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/88	Sept. 1/89
General Increases		5.7%	4.7%
Teacher-Category 1 0-5 years	\$19,256-\$26,301 (\$18,218-\$24,883)		\$20,162-\$27,538
Teacher-Category 4 0-11 years	\$24,263-\$42,026 (\$22,953-\$39,759)		\$25,404-\$44,002
Teacher-Category 7 0-11 years	\$29,028-\$53,083 (\$27,461-\$50,222)		\$30,393-\$55,578

Responsibility Allowances: Increased for Principals, Vice-Principals and Supervisors in accordance with the general salary increases.

Health and Welfare: Dental - Effective September 1, 1989, coverage is based on the 1986 (1985) ODA fee schedule.

Dufferin County Board of Education at Orangeville - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/88	Feb. 1/89
General Increases		3.3%	3%

Teacher-Category D 0-5 years	\$18,229-\$25,725 (\$17,638-\$24,891)	\$18,776-\$26,497
Teacher-Category A1 0-11 years	\$23,682-\$41,487 (\$22,914-\$40,491)	\$24,392-\$43,102
Teacher-Category A4 0-11 years	\$28,713-\$51,737 (\$27,782-\$50,060)	\$29,574-\$53,289
Principal and Co-ordinator of Education Services 0-4 years	\$59,532-\$64,821 (\$57,602-\$62,720)	\$61,318-\$66,766

Effective	<u>Sept. 1/89</u>	<u>Feb. 1/90</u>
-----------	-------------------	------------------

General Increases	3%	2%
Teacher-Category D	\$19,339-\$27,292	\$19,726-\$27,838
Teacher-Category A1	\$25,124-\$44,395	\$25,626-\$45,283
Teacher-Category A4	\$30,461-\$54,888	\$31,070-\$55,986
Principal and Co-ordinator of Education Services	\$63,158-\$68,769	\$64,421-\$70,144

Responsibility
Allowances (Vice-
Principals): Increased in accordance with the general salary increases.

Health and
Welfare: Dental - Coverage is based on the 1988 (1986) ODA fee schedule.

Education Fund: \$17,000 (\$15,000) for courses, conferences and workshops.
Effective September 1, 1989, \$18,000.

Professional
Development Fund: \$12,000 (\$10,000). Effective September 1, 1989, \$13,000.

Essex County Board of Education at Essex - Ontario Secondary School Teacher's
Federation (Ind.): A 12-month renewal agreement effective from
September 1, 1988 to August 31, 1989, covering 480 employees,
settled with mediation assistance. Duration of negotiations - 5
months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	4.7%, rounded to the nearest 5
	Teacher-Category 1 0-10 years	\$25,465-\$43,481 (\$24,325-\$41,530)
	Teacher-Category 4 0-10 years	\$30,060-\$53,040 (\$28,715-\$50,650)
	Vice-Principal 0-3 years	\$58,485-\$62,630 (\$55,835-\$59,830)
	Principal	\$65,484-\$70,929

0-3 years (\$62,545-\$67,745)

Responsibility Allowances: Increased in accordance with the general salary increase.

Health and Welfare: Major Medical (new) - Employer pays 75% of premium costs.

Dental - Maximum claim for orthodontic coverage is \$1,250 (\$750).

Frontenac County Board of Education at Kingston - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 615 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	Sept. 1/88	Sept. 1/89
	General Increases	4.7% rounded to next highest \$10	Minimum 3% *
	Additional Adjustments	\$500 to Principal, \$260 to Teacher-Level 7 maximum rate	
	Teacher-Level 1 0-6 years	\$21,480-\$28,650 (\$20,510-\$27,360)	
	Teacher-Level 4 0-11 years	\$25,940-\$43,510 (\$24,770-\$41,550)	
	Teacher-Level 7 0-12 years	\$30,170-\$53,030 (\$28,810-\$50,390)	
	Principal 0-4 years	\$59,030-\$62,280 (\$55,880-\$58,980)	

* Increase to equal the percentage increase in the CPI - 1981=100 from the May 1988 index to the May 1989 index plus 0.5%, to a maximum of 7%.

Responsibility Allowances:	Vice-Principal	\$3,800 (\$3,300)	\$4,175
	Full-time Consultant	\$3,100 (\$2,870)	\$3,300
	Resource Teacher	\$610 (\$580)	\$650

Health and Welfare: Life Insurance - Effective January 1, 1989, employer pays 80% of premium costs for first \$25,000 of coverage and 50% of premium costs thereafter to a maximum of 3 times salary. (Previously, 50% of premium costs for 3 times salary.) Effective September 1, 1989, 100% of premium costs for first \$25,000 and 50% thereafter.

Major Medical and Semi-Private Hospitalization - Effective January 1, 1989, employer pays 80% (75%) of premium costs. Effective September 1, 1989, 100%.

AD & D, Vision and Dental - Effective January 1, 1989, employer pays 80% (50%) of premium costs. Effective September 1, 1989, 100%.

Hamilton City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 1,500 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	4.9%
	Additional Adjustments	\$200 for Teacher-Category 1 Year 6 and for Vice-Principal
	Teacher-Category 1 0-6 years	\$17,448-\$26,416 (\$16,633-\$24,991)
	Teacher-Category 4 0-11 years	\$24,913-\$41,674 (\$23,749-\$39,727)
	Teacher-Category 7 0-11 years	\$29,897-\$53,227 (\$28,500-\$50,741)
	Vice-Principal 0-2 years	\$55,382-\$56,719 (\$52,604-\$53,879)
	Principal 0-4 years	\$61,399-\$64,260 (\$58,531-\$61,258)
	Co-ordinator, Area Supervisor and Program Leader 0-2 years	\$61,664-\$66,175 (\$58,784-\$63,084)

Responsibility, Graduate Degree, Special, Special Education, and Special Diploma Allowances: Increased by 4.9%.

Paid Maternity/Adoption Leave (new): 2 weeks at 60% of UIC-insurable earnings.

Health and Welfare: Vision - Maximum claim is \$115 (\$100) per person every 2 years.

Dental - Employer pays 100% (50%) of premium costs. 75%-25% co-insurance (new). Coverage is based on the 1988 (1987) ODA fee schedule.

Paid Preparation Time: Minimum 150 (120) minutes per week.

Hamilton City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 950 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	4.9%

Additional Adjustment \$200 for Principal, Year 2

Teacher-Category 1 \$24,913-\$41,674
0-11 years (\$23,749-\$39,727)

Teacher-Category 4 \$29,897-\$53,227
0-11 years (\$28,500-\$50,741)

Vice-Principal \$60,296-\$63,163
0-2 years (\$57,289-\$60,022)

Co-ordinator and \$61,664-\$66,175
Area Supervisor (\$58,784-\$63,084)
0-2 years

Principal \$65,868-\$70,701
0-2 years (\$62,601-\$67,398)

Responsibility
Allowances:

Staff Assistant \$5,302 (\$5,054)

Major Head, Alternative
Program Leader,
Consultant and
Adjustment Counsellor \$3,700 (\$3,432)

Minor Head deleted (\$2,040)

Library - certified \$2,140 (\$2,040)

Assistant to the Head,
and Co-ordinator for
Co-op Education \$1,850 (\$1,716)

Outdoor Education
Resource Teacher \$1,114 (\$1,062)

Library - uncertified \$883 (\$842)

Teacher/German & Latin \$738 (\$704)

Senior Technical
Education Teacher \$590 (\$562)

Computer Liaison \$629 (\$600)

Graduate Degree,
Special Education
and Special
Diploma
Allowances:

Increased by 4.9%.

Related
Experience
Allowance:

\$300 (\$250) per year of experience to a maximum of \$2,400 (\$2,000).

Paid Maternity/
Adoption Leave
(new):

2 weeks at 60% of weekly UIC-insurable earnings.

Health and
Welfare:

Vision - Maximum claim is \$125 (\$100) per person every 2 years.

Dental - 75%-25% (65%-35%) co-insurance. Coverage is based on the 1988 (1987) ODA fee schedule. Effective January 1, 1989, the 1989 ODA fee schedule.

Hastings County Board of Education at Belleville - Local 1022, Canadian Union of Public Employees (CLC) (custodial, transportation and maintenance employees, teacher assistants and office employees): Two 24-month renewal agreements effective from April 19, 1988 to April 18, 1990, for custodial/maintenance/transportation employees and from July 1, 1988 to June 30, 1990 for teacher assistants/office employees, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:

Custodial/Maintenance/Transportation

Effective	<u>Apr. 19/88</u>	<u>Apr. 19/89</u>
General Increases	4.35%	4.75%
Custodian	\$10.95-\$11.48 (\$10.49-\$10.97)	\$11.47-\$11.99
Maintenance "A"	\$12.89 (\$12.35)	\$13.50

Maximum rate for Custodian is reached after one 3-month and 2 annual increases.

Teacher Assistants/Office

Effective	<u>July 1/88</u>	<u>July 1/89</u>
General Increases	4.95%	4.85%
Category 2 (Elementary School Office Assistant) 0-3 years	\$8.20-\$9.08 (\$7.81-\$8.65)	\$8.59-\$9.52
Category 8 (Out Of School Learning Technician) 0-6 years	\$13.90-\$17.03 (\$13.24-\$16.23)	\$14.57-\$17.86

Responsibility
Allowances
(Office):

30¢ (20¢) per hour for elementary school secretary when working with an assistant.

Paid Vacation:

5 weeks after 18 (20) years of service. Effective in the second contract year, 4 weeks after 9 (10) years.

Health and
Welfare:

Life Insurance - Effective in the second contract year, benefit is \$40,000 (\$35,000).

LTD - Custodial/Maintenance/Transportation - Employer pays 70% (50%) of premium costs. Effective April 19, 1989, 75%.

OHIP - Effective in the second contract year, employer pays 80% (70%) of premium costs.

Vision (new) - Effective in the second contract year, employer pays 50% of premium costs. Maximum claim is \$160 per person per year.

Safety Shoe Allowance (Custodian/Maintenance/Drivers): \$50 (\$45) per calendar year. Effective April 1, 1989, \$55.

Middlesex County Board of Education at Hyde Park - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 254 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Package:	Effective	<u>Sept. 1/88</u>	<u>Mar. 1/89</u>
	General Increases	4% rounded to nearest \$10	2% non-compounded, rounded to nearest \$10
	Teacher-Category 1 0-10 years	\$23,750-\$41,070 (\$22,840-\$39,490)	\$24,210-\$41,860
	Teacher-Category 4 0-12 years	\$28,400-\$51,970 (\$27,310-\$49,970)	\$28,950-\$52,970
	Vice-Principal 0-2 years	\$58,730-\$61,320 (\$56,470-\$58,960)	\$59,860-\$62,500
	Principal 0-3 years	\$65,030-\$69,740 (\$62,530-\$67,060)	\$66,280-\$71,080
	Effective	<u>Sept. 1/89</u>	
	General Increase	5.5% rounded to nearest \$10	
	Teacher-Category 1	\$25,540-\$44,160	
	Teacher-Category 4	\$30,540-\$55,880	
	Vice-Principal	\$63,150-\$65,940	
	Principal	\$69,930-\$74,990	

Responsibility Allowances:	Effective	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
Director of Department		\$3,450 (\$3,330)	\$3,600
Major Head		\$3,300 (\$3,000)	\$3,600
Minor Head		\$2,200 (\$2,080)	\$2,350
Assistant Head		\$1,700 (\$1,650)	\$1,800
Resource Teacher/ Curriculum Assistant		\$3,050 (\$3,050)	\$3,600
Consultant (0-2 years)		\$4,900 (\$4,820-\$5,980)	\$6,100
Co-ordinator		\$3,000 (\$3,000)	\$3,100

Health and Welfare: Dental - Employer pays 100% of premium costs for major restorative and orthodontic coverage, with 50%-50% co-insurance (new).
Maximum claim per person is \$1,500 per year for major restorative services and \$2,000 per lifetime for orthodontics.

Muskoka Board of Education at Bracebridge - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>	<u>Feb. 1/90</u>
General Increases		5%	4.5%	1%
Teacher- Category D 0-5 years		\$18,678-\$27,508 (\$17,789-\$26,198)	\$19,519-\$28,746	\$19,714-\$29,033
Teacher- Category A1 0-10 years		\$25,335-\$43,574 (\$24,129-\$41,499)	\$26,476-\$45,535	\$26,740-\$45,990
Teacher- Category A4 0-13 years		\$28,865-\$52,820 (\$27,490-\$50,305)	\$30,163-\$55,197	\$30,465-\$55,749

Responsibility Allowances:	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
Principal A School	\$11,000 (\$10,821)	\$11,000
Principal B School	\$8,900 (\$8,832)	\$11,000
Vice-Principal A School	\$5,500 (\$5,431)	\$5,500

Vice-Principal	\$2,900	\$5,500
B School	(\$2,869)	

Health and
Welfare:

OHIP - Employer pays 80% (70%) of premium costs.

Dental - Employer contributes \$50,000 (maximum \$40,694) towards the premium costs. Effective September 1, 1989, employer pays 60% of premium costs.

Ottawa Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 1,165 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 16 months.

Wages:

	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
Effective		
Increases	4.3%-5.15%	4.58%
Teacher-Category D 0-6 years	\$18,336-\$24,838 (\$17,580-\$23,814)	\$19,176-\$25,976
Teacher-Category A1 0-10 years	\$24,443-\$40,135 (\$23,435-\$38,480)	\$25,562-\$41,973
Teacher-Category A4 0-10 years	\$28,485-\$50,000 (\$27,311-\$47,550)	\$29,790-\$52,290
Vice-Principal 0-5 years	\$44,832-\$52,025 (\$42,984-\$49,550)	\$46,885-\$54,407
Principal 0-7 years	\$51,000-\$59,889 (\$48,248-\$57,420)	\$53,336-\$62,632

	<u>Feb. 1/89</u>
Effective	
Increases	.191%, except .258% to teacher Category A4 maximum rate, 3.54% to Vice-Principal's maximum and 4.98% to Principal's maximum

Teacher-Category D	\$19,212-\$26,025
Teacher-Category A1	\$25,611-\$42,053
Teacher-Category A4	\$29,847-\$52,425
Vice-Principal	\$46,975-\$54,600
Principal	\$53,438-\$65,752

Ottawa Roman Catholic Separate School Board - Association des Enseignants Franco-Ontariens (Ind.) (elementary and secondary school teachers): Two 12-month renewal agreements* effective from September 1, 1988 to August 31, 1989, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

*Previously one agreement.

Wages: Effective Sept. 1/88

General Increase 4.75%

Teacher-Level 1 \$18,925-\$25,926
0-6 years (\$18,067-\$24,751)

Teacher-Level 4 \$24,687-\$42,569
0-11 years (\$23,568-\$40,639)

Teacher-Level 7 \$29,937-\$52,959
0-11 years (\$28,580-\$50,558)

Responsibility Allowances: Elementary Teachers - Increased in accordance with the general salary increase.

Secondary Teachers -

Principal \$15,000 (\$11,191)

Vice Principal \$7,500 (\$5,500)

Consultant \$4,678 (\$2,754)

Educational Assistant \$5,952 (\$5,682)

Dept. Head - Major \$3,760 (\$2,500)

Dept. Head - Minor (new) \$1,880

Allowances for Co-ordinator, Supply Principal and for teaching special education have been discontinued.

Health and Welfare: OHIP - Employer pays a monthly allowance equal to 80% of premium costs for Quebec residents. (Previously, \$25 per month.)

Renfrew County Board of Education at Pembroke - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 388 employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

Wages: Effective Sept. 1/88

General Increase 5%

Teacher-Category D \$18,372-\$23,782
0-5 years (\$17,497-\$22,650)

Teacher-Category A1 \$22,381-\$42,523
0-11 years (\$21,315-\$40,498)

Teacher-Category A4 \$29,096-\$52,590
0-12 years (\$27,711-\$50,086)

Responsibility Allowances: Increased by 5%.

Health and Welfare: Life Insurance, OHIP, Major Medical and Semi-Private Hospitalization - Employer pays 80% (75%) of premium costs for teachers working 60% of full-time or more.

Renfrew County Board of Education at Pembroke - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1,

1988 to August 31, 1989, covering 390 employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	5%
	Teacher-Category I	\$22,379-\$42,521
	0-11 years	(\$21,313-\$40,497)
	Teacher-Category IV	\$29,095-\$52,590
	0-12 years	(\$27,710-\$50,086)
	Vice-Principal	\$57,302-\$62,661
	0-3 years	(\$54,573-\$59,677)
	Principal	\$64,746-\$69,744
	0-3 years	(\$61,663-\$66,423)

Allowances: Responsibility, Elementary School Teaching Experience, Related Experience Pay and Extra Degree - Increased by 5%.

Health and Welfare: OHIP, Life Insurance, Major Medical and Semi-Private Hospitalization - Employer pays 80% (75%) of premium costs for teachers working 60% of full-time or more .

Sault Ste. Marie Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 436 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	4.1%
	Teacher-Level D	\$19,660-\$26,993
	0-7 years	(\$18,883-\$25,873)
	Teacher-Level A1	\$24,353-\$41,473
	0-10 years	(\$23,392-\$39,840)
	Teacher-Level A4	\$28,947-\$52,611
	0-12 years	(\$27,799-\$50,539)

Responsibility and Outer School Allowances: Increased in accordance with the general salary increase.

Health and Welfare: Life Insurance - Benefit is \$75,000 (\$50,000).

Paid Preparation Time: 1 day every 6 weeks for Junior Kindergarten and Kindergarten teachers (previously, 120 minutes every week). Missed preparation time for all teachers is to be made up in 20 minute blocks (new).

Stormont, Dundas and Glengarry County Board of Education at Cornwall - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 460

employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
	General Increases	4.5%	4.5% *
	Teacher-Group 1 0-11 years	\$25,215-\$42,710 (\$24,115-\$40,870)	\$26,340-\$44,630
	Teacher-Group 4 0-11 years	\$29,020-\$52,805 (\$27,765-\$50,508)	\$30,320-\$55,180
	Vice-Principal 0-4 years	\$59,045-\$62,805 (\$56,500-\$60,100)	\$61,710-\$65,630
	Principal 0-4 years	\$66,595-\$70,495 (\$63,720-\$67,460)	\$69,600-\$73,665

* If the increase in the CPI from June 1988 to June 1989 index exceeds 5.5%, the excess percentage will be added to the September 1, 1989 general increase.

Previous rates reflect a .3% increase on September 1, 1987 to reflect the increase in the CPI.

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Vision - Maximum claim is \$125 (\$100) per person every 2 years.

Dental - Effective January 1, 1989, coverage is based on the 1986 (1983) ODA fee schedule. Effective January 1, 1990, the 1987 ODA fee schedule.

Sudbury Board of Education - Local 895, Canadian Union of Public Employees (CLC) (custodial, maintenance, construction and transportation employees): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/88</u>	<u>July 1/89</u>
	General Increases	55¢	4.5%
	Additional Adjustment	10¢ for Cleaner	
	Cleaner	\$9.09 (\$8.44)	\$9.50
	<u>Custodian</u> Elementary Schools 0-2 years	\$12.84-\$13.84 (\$12.29-\$13.29)	\$13.41-\$14.46
	Secondary Schools 0-2 years	\$11.65-\$12.65 (\$11.10-\$12.10)	\$12.17-\$13.22
	Group B (includes Electrician)	\$16.80 (\$16.25)	\$17.56

Additional Certificate Allowance:	40¢ (38¢) per hour for additional certificate required by the employer. Effective July 1, 1989, 42¢.
Shift Premium:	0-53¢-53¢ (0-51¢-51¢). Effective July 1, 1989, 0-55¢-55¢.
Sunday Premium:	98¢ (94¢) per hour. Effective July 1, 1989, \$1.02.
Overtime Pay:	\$35.32 (\$33.96) per rental for extra time worked as result of school rental. Effective July 1, 1989, \$36.91.
Paid Vacation:	7½ weeks after 25 years of service (new).
Health and Welfare:	<u>Vision</u> - Maximum claim is \$100 (\$75) per person every 2 years. <u>Dental</u> - Coverage is based on the 1987 (1986) ODA fee schedule. Effective July 1, 1989, the 1988 ODA fee schedule.
Travel Allowance:	\$2.49 (\$2.39) per day for maintenance employees and 26¢ (23¢) per kilometre for all employees required to use own vehicle while on duty. Effective July 1, 1989, \$2.60 per day.
Tool Allowance:	\$11.25-\$281.22 (\$10.82-\$270) per year, depending on classification. Effective July 1, 1989, \$11.76-\$293.87.
Safety Shoe Allowance:	\$55.80 (\$47.69 or \$53.65, depending on classification) per year. Effective July 1, 1989, \$58.31.

Wellington County Board of Education at Guelph - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 587 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Feb. 1/89</u>
General Increases		3%	2%
Teacher-Category 1 0-10 years		\$25,748-\$42,289 (\$24,998-\$41,057)	\$26,263-\$43,134
Teacher-Category 4 0-11 years		\$29,512-\$52,091 (\$28,652-\$50,574)	\$30,102-\$53,133
Vice-Principal 0-4 years		\$57,377-\$62,045 (\$55,706-\$60,238)	\$58,525-\$63,286
<u>Principal</u>			
B School 0-3 years		\$64,185-\$68,466 (\$62,316-\$66,472)	\$65,469-\$69,835
A School 0-4 years		\$65,351-\$70,701 (\$63,448-\$68,642)	\$66,658-\$72,115
Effective		<u>Sept. 1/89</u>	
General Increase		4.5%	
Teacher-Category 1		\$27,445-\$45,076	
Teacher-Category 4		\$31,456-\$55,524	

Vice-Principal \$61,158-\$66,134

Principal

B Schools \$68,415-\$72,978

A Schools \$69,658-\$75,360

Responsibility Allowances: Increased by approximately 4.25%. Effective September 1, 1989, increased by 3%.

Related Experience Allowance: Effective September 1, 1989, increased by 3%.

Windsor Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 1,040 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>
	Increases	4%	.5%-2.94%
	Teacher-Category D 0-7 (0-6) years Effective Jan. 1/89, 0-10 years	\$18,654-\$29,523 (\$17,937-\$27,426)	\$18,746-\$30,391
	Teacher-Category A1 0-11 years	\$24,755-\$43,790 (\$23,801-\$42,106)	\$25,003-\$44,228
	Teacher-Category A4 0-11 years	\$30,777-\$52,271 (\$29,593-\$50,261)	\$31,085-\$52,794
	Effective	<u>Sept. 1/89</u>	
	Increase	4.5%-4.8%	
	Teacher-Category D	\$19,590-\$31,759	
	Teacher-Category A1	\$26,128-\$46,366	
	Teacher-Category A4	\$32,484-\$55,346	

Responsibility Allowances: All allowances revised and expressed as a percentage of the Teacher-Category A4 maximum salary (new).

Paid Paternity/Adoption Leave: Maximum 3 (2) days' paid leave.

Health and Welfare: Life Insurance - Effective September 1, 1989, employer pays 75% (50%) of premium costs.

Dental - Employer pays 50% of premium costs for orthodontic coverage with a maximum annual claim of \$1,500 per person (new). Coverage continues to be based on the current year's ODA fee schedule.

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC) (plant operations and food service employees): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 4 days.

Wages:	Effective	<u>July 1/88</u>	<u>July 1/89</u>
	General Increases	5%	4.5%*
	Additional Adjustments	Several groups reclassified; 10¢ for Custodian 2 and Food Services Assistant	
	Food Services Assistant	\$9.24 (\$8.70)	\$9.66
	Custodian 1	\$11.14 (\$10.61)	\$11.64
	Electrician	\$14.89 (\$14.18)	\$15.56

* Increase to equal the average increase in CPI over the past 2 years or 4.5%, whichever is greater.

Shift Premium: 0-42¢-42¢ (0-40¢-40¢). Effective July 1, 1989, 0-45¢-45¢.
\$50 (\$40) per year.

Safety Shoe Allowance:

HEALTH AND WELFARE SERVICES

Ontario Council of Administrators of Teaching Hospitals at Toronto and other centres - Internes and Residents Association (Ind.): A 15-month renewal agreement effective from January 1, 1988 to March 31, 1989, covering 2,500 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>	<u>Jan. 1/89</u>
	General Increases	4.45%	.1%	1.06%
	<u>Annual Rates</u>			
	Interne	\$30,628 (\$29,324)	\$30,658	\$30,983
	Resident 1	\$34,139 (\$32,685)	\$34,172	\$34,534
	Resident 5	\$44,825 (\$42,915)	\$44,868	\$45,343

Chief and Senior Allowances: Increased in accordance with the general salary increases, plus an additional 5% effective January 1, 1989.

Paid Maternity Leave (new): Effective August 1, 1988, up to 15 weeks at the difference between 75% of regular earnings and UIC benefit and any other earnings, payable after 2-week waiting period.

Meal Allowance: Effective July 1988, \$3.97 (\$3.80).

St. Joseph's Hospital at Hamilton and 47 other hospitals, province-wide - Various Locals, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time paramedical employees): Sixty-nine 36-month renewal agreements effective from April 1, 1988 to March 31, 1991, covering 3,169 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
Increases			
Registered Technologist (RT)		2%-4.75%	2%3.75%
All other employees		4.5%	4.25%
Additional Adjustments	*		One step added to top of RT grid

* Standard positions for Senior Technologist (ST) and Charge Technologist (CT) are established to replace generally the former classifications of RT3 and above.

St. Joseph's Hospital, Hamilton

Monthly Rates
37.5 hours per week

Non-Registered Laboratory Technologist I 0-2 years	\$1,911-\$1,989 (\$1,829-\$1,903)	\$1,992-\$2,073
RT 0-7 years Effective Apr. 1/89, 0-8 years	\$2,575.55-\$3,013.88 (\$2,525.05-\$2,877.21)	\$2,627.06-\$3,173.800
ST (new) 1-9 years Effective Apr. 1/89, 2-9 years	\$2,833-\$3,348	\$2,988-\$3,414
CT (new) 1-9 years Effective Apr. 1/89, 2-9 years	\$2,994-\$3,537	\$3,157-\$3,607

Effective	<u>Apr. 1/90</u>
RT and ST	4%
All other employees	4.25%

Additional Adjustments	One step added to top of RT grid
Non-Registered Laboratory Technologist I	\$2,077-\$2,161
RT 0-9 years	\$2,732.14-\$3,350.26
ST	\$3,097-\$3,550
CT	\$3,273-\$3,751

Paid Maternity Leave:	15 weeks at the difference between 75% of weekly earnings and UIC benefit for RT and higher classifications. (Previously only applied to employees below RT level.)
Negotiating Committee Leave:	Union negotiating committee guaranteed no loss of earnings for attending meetings up to and including conciliation. (Previously up to conciliation.)
Meal Allowance (new):	\$4 after 2 hours of overtime.
Call Back Pay:	Minimum 2 hours' pay at time and one-half. (Previously time and one-half for hours between call-back and commencement of regular shift.)
Weekend Premium (new):	Effective April 1, 1990, 45¢ per hour between midnight Friday and midnight Sunday.
Paid Holidays:	Effective April 1, 1989, 12 (11) days.
Paid Vacation:	5 weeks after 15 (17) years of service and 6 weeks after 25 years (new). Pro-ration of vacation for employees with less than 1 year of service (new).
Health and Welfare:	<u>Life Insurance</u> - Effective April 1, 1989, employer pays 100% (90%) of premium costs. <u>Major Medical</u> - Effective April 1, 1989, deductibles of \$15 (\$10) for single coverage and \$25 (\$20) for family coverage. <u>Vision</u> - Effective April 1, 1989, maximum claim is \$90 (\$60) per person every 2 years. <u>Dental</u> - Effective April 1, 1990, employer pays 75% (50%) of premium costs. <u>Hepatitis B Vaccination</u> - Free for employees in high risk areas (new).
Transportation Allowance:	Employer pays cost of a taxi or employees' own vehicle when an employee is called back at any time outside regularly scheduled hours. (Previously applied to call back hours and hours between midnight and 6 a.m.)
Technological Change:	Employer pays tuition and travel expenses for up to 6 months for employees who require retraining as a result of technological change (new).

Contracting Out Clause (new): No contracting out of work usually performed by members of the bargaining unit if contracting out would result in the layoff of any bargaining unit employee. Does not apply where hospital no longer provides particular services as a result of rationalization or sharing services between hospitals.

Canadian Red Cross Society, Blood Transfusion Service at Hamilton, London, Ottawa and Toronto - Employees Association (Ind.) (full-time and part-time employees): Two 27-month renewal agreements effective from January 1, 1988 to March 31, 1990, covering 250 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	General Increases	4.5%	4.5%
	Clerk Typist	\$9.317-\$10.668 (\$8.92-\$10.209)	\$9.737-\$11.149
	Clinic Assistant	\$9.813-\$11.201 (\$9.391-\$10.719)	\$10.255-\$11.705
	Stores Accountant	\$10.541-\$12.154 (\$10.087-\$11.631)	\$11.015-\$12.701

Maximum rates for Clerk Typist and Clinic Assistant are reached after 4 annual increases and for Stores Accountant after 5 annual increases.

Lump Sum Payment: \$400 per employee.

Clothing Allowance: \$140 (\$130) per year for Clinic Assistant for uniforms or clothing, and \$40 (\$35) per year for cleaning; \$90 (\$85) per year for Driver for boots and gloves. Effective January 1, 1989, \$145, \$45 and \$95 respectively.

Meal Allowance: Breakfast \$5.25 (\$5), lunch \$7.75 (\$7.50), dinner \$11.50 (\$10.75) when working mobile assignments. Effective January 1, 1989, \$5.50, \$8.50 and \$12 respectively.

Metropolitan Toronto Catholic Children's Aid Society - Local 2190, Canadian Union of Public Employees (CLC) (full-time and part-time social workers, child care workers and other employees): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/88</u>
	General Increase	4.4%
	Additional Adjustment	Senior Court Worker and Court Worker Classifications Deleted

Annual Rates

Child Care Worker 1 0-4 years 40 hours per week	\$20,130-\$25,260 (\$19,280-\$24,195)
---	--

Social Worker V \$32,990-\$41,470
 0-4 years (\$31,600-\$39,720)
 35 hours per week

The following changes are effective June 28, 1988.

Court Expenses Allowance: \$53 (\$27) flat rate for After Hours Service Worker.

Pay for Meetings: \$7.50 (\$5) per hour for After Hours Service Worker attending meetings when not on call.

Health and Welfare: Dental - Coverage is based on the 1987 (1986) ODA fee schedule.
Continuation of Benefits - Employer shares premium costs for 24 weeks for employee on maternity leave (new).

Part-time Employees - Receive pro-rated benefits. (Previously, employees working 21 hours per week or more received benefits. Employees working less than 21 hours did not receive benefits.)

Car Insurance: \$9 (\$8) per month subsidy for employee using own car for work-related business.

Job Security (new): Bargaining unit work will not be assigned to employees outside the bargaining unit if it would result in the lay-off or termination of a bargaining unit employee.

Metropolitan Toronto Children's Aid Society - Local 2316, Canadian Union of Public Employees (CLC) (full-time and part-time social workers, childcare workers, general and office services and other employees): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/88	July 1/88
	Increases:		
	Level 1-8	4%	
	Level 9-12	4.5%	
	Job Classification Adjustments		1% for Level 1-8
	<u>Annual Rates</u>		
	Level 2 (includes Clerk Typist 1)	\$16,449-\$19,240 (\$15,816-\$18,500)	\$16,614-\$19,433
	Level 12 (includes Social Worker)	\$31,148-\$37,891 (\$29,806-\$36,259)	\$31,148-\$37,891
	Effective	Jan. 1/89	July 1/89
	Increases:		
	Level 1-8	4%	
	Level 9-12	4.5%	
	Job Classification Adjustments		1% for Level 1-8

Level 2	\$17,279-\$20,211	\$17,452-\$20,414
Level 12	\$32,550-\$39,597	\$32,550-\$39,597

Maximum rate is reached after 4 annual increases for Clerk Typist and after 5 annual increases for Social Worker.

Paid Vacation: 5 weeks after 18 (19) years of service.

Health and Welfare: LTD - Effective January 1, 1989, employer pays 66 2/3% (50%) of the premium costs.

Dental - Effective August 1, 1988, coverage is based on the 1986 (1983) ODA fee schedule. Effective January 1, 1989, the 1987 ODA fee schedule.

Mileage and Car Insurance Allowance: Effective July 1, 1988, 26¢ (25¢) per kilometre and \$11 (\$10.50) per month to offset cost of required insurance.

MISCELLANEOUS SERVICES

Exhibition Place Board of Governors, Stadium and Operations Divisions at Toronto - Local 506, Labourers (AFL-CIO): Two 12-month renewal agreements effective from May 1, 1988 to April 30, 1989, covering 200 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/88</u>
	General Increase	4%
	Cleaner Group 3	\$7.72 (\$7.42)
	Labourer	\$16.68 (\$16.04)

Welfare Fund: Employer contributes \$1.32 (\$1.22) per hour worked per employee to the union welfare fund.

LOCAL ADMINISTRATION

North Bay City Corporation - Local 122, Canadian Union of Public Employees (CLC) (inside and outside employees): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	4%	1%
	Labourer	\$11.86 (\$11.40)	\$11.98
	Licensed Mechanic	\$14.73 (\$14.16)	\$14.88

Annual Rates

Fire Hall Dispatcher	\$18,037-\$21,278 (\$17,343-\$20,460)	\$18,217-\$21,491
Contract Inspector 1	\$28,934-\$33,983 (\$27,821-\$32,676)	\$29,223-\$34,323

Effective	<u>Jan. 1/89</u>	<u>July 1/89</u>
General Increases	4%	1%
Labourer	\$12.46	\$12.58
Licensed Mechanic	\$15.48	\$15.63
Fire Hall Dispatcher	\$18,946-\$22,351	\$19,135-\$22,575
Contract Inspector 1	\$30,392-\$35,696	\$30,696-\$36,053

Maximum rates for Fire Hall Dispatcher and Contract Inspector 1 are reached after 2 annual increases.

Shift Premium: 50¢ (40¢) per hour worked between 5 p.m. and 8 a.m.

Sunday Premium: 60¢ (50¢).

Health and Welfare: Vision (new) - Employer pays 50% of premium costs. Maximum claim is \$200 per person every 2 years.

Dental - Coverage is based on the 1986 (1985) ODA fee schedule. Effective January 1, 1989, the 1987 ODA fee schedule.

Ottawa City Corporation - Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 580 employees, settled by arbitration. Duration of negotiations - 16 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	General Increases	4%	.8%

Annual Rates

Fire Fighter 3rd class	\$30,581.66 (\$29,405.35)	\$30,826.36
Fire Fighter 1st class	\$38,850.77 (\$37,356.45)	\$39,161.48
Platoon Chief	\$54,391.13 (\$52,299.14)	\$54,826.28

Bereavement Leave: 4 (3) days' paid leave upon death of immediate family member.

Pension Plan: OMERS Type 3 (OMERS Basic).

Mileage Allowance: 28¢ (25¢) per kilometre.

Cleaning Allowance: \$250 (\$200) per year.

Training Allowance: \$10 per day (previously to a maximum \$50 per week).

Toronto City Corporation - Local 113, International Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 1,285 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Jan. 1/88

General Increase 5.9%

Annual Rates

Fire Fighter 4th Class (after 6 months)	\$31,404 (\$29,657)
Fire Fighter 1st Class	\$41,872 (\$39,543)
Fire Platoon Chief	\$64,902 (\$61,292)

Paid Vacation: 5 weeks after 17 (18) years of service.

Health and Welfare: The following changes are effective October 1, 1988 unless stated otherwise.

Vision - Maximum claim is \$125 (\$80) per person every 2 years. (Previously, \$80 per year.)

Hearing - Maximum claim is \$500 per person every 2 years. (Previously, \$300 annually.)

Major Medical - Chiropractic services are added for up to \$15 per visit to a maximum of \$200 per year, after exhaustion of OHIP coverage (new).

Dental - Bridgework is added (new).

Fire College Allowance: \$30 (\$25) per week.

Cleaning Allowance: Effective July 1, 1988, \$150 (\$125) per year.

Waterloo Regional Board of Commissioners of Police at Kitchener - Police Association (Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 454 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Jan. 1/88 July 1/88

General Increases	4%	1.4%
Additional Adjustment		\$100 for Sergeant and Staff Sergeant
Constable 3rd Class	\$32,459 (\$31,211)	\$32,913
Constable 1st Class	\$40,580 (\$39,019)	\$41,148
Staff Sergeant	\$49,920 (\$48,000)	\$50,719

Health and
Welfare:

Vision - Maximum claim is \$150 (\$100) per person every 2 years.

ADDENDA

February 1988 Settlement

HEALTH AND WELFARE SERVICES

St. Vincent Hospital at Ottawa - Local 796, International Operating Engineers (AFL-CIO/CFL) (full-time and part-time service employees: A 24-month renewal agreement effective from April 1, 1988 to March 31, 1990, covering 650 employees, settled at the bargaining stage and ratified in February 1988. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 3/88</u>	<u>Apr. 2/89</u>	<u>Nov. 26/89</u>
	Increases	4.5%, except \$100 per month to R.N.A. maximum rate	4.5%	
	Additional Adjustments	Senior Prevent- ative Mainten- ance Technician classification added		\$25 per month for R.N.A., Dietary Aid, Maid and O.T. General Aid

Monthly Rates

37 1/2 hours per week

Maid	\$1,727-\$1,838 (\$1,645-\$1,975)	\$1,809-\$1,925	\$1,834-\$1,950
R.N.A.	\$1,954-\$2,075 (\$1,870-\$1,975)	\$2,042-\$2,175	\$2,067-\$2,200
Senior Electrician	\$2,931-\$3,031 (\$2,805-\$2,900)	\$3,063-\$3,167	\$3,063-\$3,167

Maximum rates are reached after 3 annual increases.

Shift Premium: Effective April 3, 1988, 52¢ (50¢) when majority of shift hours are between 2 p.m. and 8 a.m. Effective October 1, 1989, 54¢.

Weekend Premium (new): Effective January 1, 1990, 54¢ per hour worked between 11:30 p.m. Friday and 11:30 p.m. Sunday.

Acting Pay: \$5 (\$4) per day employee assigned temporarily to replace Section Head or Group Leader.

Paid Holidays: Effective April 1, 1989, 12 (11) days.

Paid Vacation: Effective May 1, 1989, 5 weeks after 16 (17) years of service.
Effective May 1, 1990, 5 weeks after 15 years and 6 weeks after 30 years (new).

Paid Maternity Leave: (new) Maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period.

March 1988 Settlement

FEDERAL ADMINISTRATION

Treasury Board of Canada - Public Service Alliance (CLC) (financial administration group): A 24-month renewal agreement effective from June 23, 1987 to June 22, 1989, covering 1,076 Ontario employees, settled by arbitration in March 1988. Duration of negotiations - 13 months.

Wages:	Effective	<u>June 23/87</u>	<u>June 23/88</u>
General Increases		3.4%	3.4%
Additional Adjustment	New classification standard introduced*		First step on new FI-3 and FI-4 grids deleted
FI-Technological Institute Recruitment		\$7.45-\$13.54	\$7.45-\$14.00
FI-1		\$15.49-\$21.22	\$16.02-\$21.94
FI-4		\$24.38-\$32.30	\$26.38-\$33.40

* If new classification rate is less than 3.4% above previous rate, the difference is paid as a lump sum.

Maximum rates are reached on merit.

Vacation Leave Credits: Vacation credit carry over is 30 (25) days. Mandatory cash payment of credits in excess of 30 (25) days accumulated from previous year.

Meal Allowance: Effective May 1, 1988, \$5.15 (\$4.75) after 3 hours of overtime.

April 1988 Settlements

CONSTRUCTION

Thunder Bay Construction Association at OLRB Areas 22, 23 and 24 - Local 1669, Carpenters (AFL-CIO) (non-ICI construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 500 employees, settled at the bargaining stage and ratified in April 1988. Duration of negotiations - 3 days.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
----------	-----------	-----------------	-----------------

General Increases	\$1.10	\$1.10
Journeyman, Residential	\$22.94 (\$21.84)	\$24.04
Journeyman, Bridges	\$23.68 (\$22.58)	\$24.78

Package rates shown above include wages, vacation and holiday pay.

Board Allowance: \$23 (\$21) per day. Effective May 1, 1989 \$24.

EDUCATION AND RELATED SERVICES

Hamilton-Wentworth Roman Catholic Separate School Board at Hamilton - Professional Staff Association, (Ind.) (Unit 1: clerical, technical and office employees, and Unit 2: educational assistants and professional support staff): Two 24-month renewal agreements effective from January 1, 1988 to December 31, 1989, covering 222 employees, settled at the bargaining stage and ratified in April 1988. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Nov. 1/88</u>	<u>Jan. 1/89</u>
	Increases	4.9% for both Unit 1 and Unit 2	4.9% to weekly rates, Unit 1; 3% to hourly rates, Unit 2	4.9% to annual rates, Units 1 and 2
	Additional Adjustments	3-level salary grid created for Speech Pathologist and Attendance Counsellor, Unit 2		
	<u>Unit 1</u> 35 hours per week			
	<u>Weekly Rates</u>			
	Category 2 (including Clerk-Typist 1)	\$292.09-\$331.45 (\$278.45-\$315.97)	\$306.41-\$347.69	\$306.41-\$347.69
	<u>Unit 2</u> 35 hours per week			
	<u>Annual Rates</u>			
	Speech Pathologist Level III 0-10 years	\$30,600-\$41,774	\$30,600-\$41,744	\$32,114-\$43,787
	Effective	<u>Mar. 1/89</u>	<u>Sept. 1/89</u>	<u>Nov. 1/89</u>
	Increases	2%-3% to weekly	1.5%-1.75%	2.2% to hourly

rates, Unit 1;
2.3% to hourly
rates, Unit 2

to weekly
rates, Unit 1

rates, Unit 2

Additional
Adjustment

Year 5 added
to Athletic
Convenor grid

Unit 1

Weekly Rates

Category 2	\$315.53-\$354.64	\$318-\$360	\$318-\$360
------------	-------------------	-------------	-------------

Unit 2

Annual Rates

Speech Pathologist Level III	\$32,114-\$43,787	\$32,114-\$43,787	\$32,114-\$43,787
------------------------------------	-------------------	-------------------	-------------------

Paid Union Leave: 1 day per week for the President of the Association or delegate.

Paid Vacation: 4 weeks after 9 (10) years of service, 5 weeks after 18 (19) years, and 6 weeks after 24 (25) years for employees working a calendar year.

Vacation Pay: 8% after 9 (10) years of service, 10% after 18 (19) years, and 12% after 24 (25) years for employees working a 10-month academic year.

Health and Welfare: Life Insurance - Effective September 1, 1988, benefit is \$25,000 (\$20,000). Effective February 1, 1989, \$30,000.

Vision (new) - Employer pays 50% of premium costs. Maximum claim is \$80 per person every 2 years.

Dental - Effective September 1, 1988, employer pays 70% (65%) of premium costs.

Continuation of Benefits - Employer continues to share premium costs for OHIP and life insurance during the first 17 weeks of maternity leave.

Mileage Allowance: 24¢ (22¢) per kilometre when required to use own vehicle during the course of duty. Effective September 1, 1988, 25¢.

May 1988 Settlements

MINES

Placer Dome Inc., Dome Mine, previously Dome Mines Limited at South Porcupine - Local 7580, United Steelworkers (AFL-CIO/CLC) (mine, mill and plant employees): A 24-month renewal agreement effective from April 18, 1988 to April 17, 1990, covering 650 employees, settled with mediation assistance and ratified in May 1988. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 18/88</u>	<u>Apr. 18/89</u>
--------	-----------	-------------------	-------------------

General Increases	46¢	41¢
Job Class Increment	21¢ (19¢)	23¢
Job Class 1 (includes Labourer)	\$13.43 (\$12.97)	\$13.84
Job Class 14 (includes Electrician)	\$16.16 (\$15.44)	\$16.83

COLA: 1¢ per 0.35 point increase in the CPI - 1971=100, using the March 1989 index as the base. Triggered at 6%. Adjusted monthly. To be folded into wages at the end of the agreement. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: 0-45¢-50¢ (0-35¢-40¢).

Sunday Premium: \$1 (75¢) per hour worked.

Sick Leave Pay: 60% of regular wages from day 10 (30).

Health and Welfare: Life Insurance and AD & D - Effective July 12, 1988, benefit is \$20,000 (\$16,000). Effective May 1, 1989, \$24,000.

LTD - Effective July 12, 1988, maximum benefit is \$650 (\$550) per month.

Dental - Effective July 12, 1988, coverage is based on the 1988 (1986) ODA fee schedule.

Pension Plan: Basic Benefit Future Service - Effective June 1, 1988, \$20.50 (\$18) per month per year of service. Effective May 1, 1989, \$23.

Past Service Benefit Current Employees - Effective June 12, 1988, benefits are increased by 8%.

Past Service Benefit Current Retirees - Benefits are increased by 8%.

MISCELLANEOUS MANUFACTURING

Manchester Plastics Limited, Gananoque Division, previously Gananoque Plastics Corporation at Gananoque - Local 3209, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 1, 1988 to August 31, 1991, covering 235 employees, settled at the bargaining stage and ratified in May 1988. Duration of negotiations - 2½ weeks.

Wages:	Effective	Sept. 1/88	Sept. 1/89	Sept. 1/90
General Increases		40¢	40¢	15¢
COLA Fold-in		5¢		
Skilled Trades Adjustment		4¢-15¢		
Group 2 (includes Quality Control Sorter)		\$11.41-\$11.61 (\$10.96-\$11.16)	\$11.81-\$12.01	\$11.96-\$12.16

Group 8 (includes Senior Electrician)	\$14.06 (\$13.57)	\$14.46	\$14.61
---------------------------------------	----------------------	---------	---------

Maximum rate for Group 2 is reached on merit.

COLA: 1¢ per 0.35 point increase in the CPI - 1981=100, using the May 1990 index as the base. Minimum guarantee of 25¢. Adjusted quarterly and folded into wages in August 1991. (Basic formula is unchanged.)

Health and Welfare: Life Insurance and AD & D - Benefit is \$16,000 (\$14,000).

Weekly Indemnity - Maximum benefit is \$215 (\$200). Effective September 1, 1990, \$250.

Dental - Converge is based on the 1985 (1984) ODA fee schedule. Effective September 1, 1989, the 1986 ODA fee schedule.

Pension Plan: Basic and Supplemental Benefits - \$18.50 (\$15) per month per year of service for each benefit. Effective September 1, 1989, \$22.

CONSTRUCTION

Operating Engineers Employer Bargaining Agency, Crane and Equipment Rental, Steel Erection or Mechanical Installation; Foundation, Piling and Caisson Boring; Excavating; Building and Construction Work and Survey Work, province-wide - Local 793, International Operating Engineers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 12, 1988* to April 30, 1990, covering 2,000 employees, settled with mediation assistance and ratified in May 1988. Duration of negotiations - 3 months.

*Previous agreement expired April 30, 1988.

Package:	Effective	<u>May 12/88</u>	<u>May 1/89</u>
----------	-----------	------------------	-----------------

General Increases	\$1.50	\$1.50
-------------------	--------	--------

A. Crane and Equipment Rental, province-wide

Crane Operator, 200 tons and over	\$27.04 (\$25.54)	\$28.54
-----------------------------------	----------------------	---------

B. Steel Erection or Mechanical Installations, province-wide

Crane Operator, 200 tons and over	\$26.93 (\$25.43)	\$28.43
-----------------------------------	----------------------	---------

C. Foundation, Piling and Caisson Boring, province-wide

Boring Machine Operator, Model LLDH	\$25.73 (\$24.23)	\$27.23
-------------------------------------	----------------------	---------

D. Excavating, OLRB Area 8

Crane Operator	\$24.00 (\$22.50)	\$25.50
----------------	----------------------	---------

E. Building and Construction Work

Crane Operator	\$25.74	\$27.24
Toronto	(\$24.24)	

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension funds.

Welfare Fund: Employer contributes 70¢ (65¢) per hour earned. Effective May 1, 1989, 75¢.

Pension Fund: Employer contributes \$1.60 (\$1.10) per hour earned. Effective May 1, 1989 - \$2.

Travel Allowance: Increased by approximately 5%, except travel zones C and D which are being completely revised. Effective May 1, 1989, approximately 5% additional increases.

Board Allowance: Increased by approximately 6%, except Schedule A, which is increased by \$5 per day and travel zones C and D which are being completely revised.

Metropolitan Toronto Road Builders' Association at OLRB Area 8 - Local 793,
International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 200 employees, settled at the post conciliation bargaining stage and ratified in May 1988. Duration of negotiations - 4 months.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	Increases		
	Grader Rollerman	15¢	\$1.00
	All other employees	\$1.50	\$1.50
	Grader Rollerman	\$20.19 (\$20.04)	\$21.19
	Backhoe Operator	\$23.14 (\$21.64)	\$24.64

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Welfare Fund: Employer contributes 70¢ (65¢) per hour worked. Effective May 1, 1989, 75¢.

Pension Fund: Employer contributes \$1.20 (\$1.10) per hour worked. Effective May 1, 1989, \$1.30.

Shift Premium: 60¢ (50¢) per hour for shifts starting after 4 p.m. Effective May 1, 1989, \$1.

Reporting Pay: Effective May 1, 1989, minimum 2 (1) hours' pay when no work available due to inclement weather.

Utility Contractors Association of Ontario, province-wide - Ontario Provincial District Council, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 1,200 employees, settled at the post conciliation bargaining stage and ratified in May 1988. Duration of negotiations - 4 months.

Package:	Effective	<u>May 2/88</u>	<u>Nov. 1/88</u>	<u>May 1/89</u>
	Increases			
	Toronto, Oshawa	\$1.50		\$1.50
	Ottawa	\$1		\$0.70
	Simcoe County	\$0.75	\$0.25	\$1
	Sudbury	\$0.90		\$0.50
	Timmins	\$1.36		\$0.50
	Sault Ste. Marie	\$0.75		\$0.75
	Hamilton	\$2.30		\$1
	Sarnia	\$0.50	\$0.25	\$1.25
	Chatham	\$0.40	\$0.25	\$1.25
	Cambridge	\$0.55	\$0.25	\$1.41
	London	\$0.52	\$0.25	\$1.33*
	Thunder Bay	\$0.15**		\$1
	Kingston	***		

* Effective January 1, 1989.

** B rate eliminated.

*** Rates to equal those of local Sewer and Watermain agreement.

Labourer, unskilled

Local 527, Ottawa, Region 5	\$14.54 (\$13.54)	\$14.54	\$15.24
Local 183, Toronto	\$20.75 (\$19.25)	\$20.75	\$22.25

Package rates shown include wages, vacation and holiday and employer contributions to welfare and pension funds and to the training fund 5¢ for Local 527 and 7¢ for Local 183. Effective May 1, 1989, 10¢ for Local 183.

Vacation and
Statutory Holiday
Pay:

Effective May 1, 1989, 10% (8%) of wages in Cambridge and Sarnia.

Welfare Fund:

Employer contributes per hour worked:

Local

183 Toronto	\$1.25 (\$1.20)
247 Kingston	\$0.55 (\$0.50)
491 Timmins	\$0.70 (\$0.70)
493 Sudbury	\$0.70 (\$0.30)
597 Oshawa	* (\$1.06)
607 Thunder Bay	\$0.60 (\$0.55)
625 Chatham	\$0.70 (\$0.60)
837 Hamilton	\$2.80 (\$1.30)
1036 Sault Ste. Marie	* (\$1.10)
1059 London	\$0.37 (\$0.32)
1081 Cambridge	\$1.10 (\$1.05)
1089 Sarnia	* (\$0.75)

* Details unavailable.

Pension Fund:	Employer contributes 70¢ (60¢) to Local 183; 90¢ (80¢) to Local 597; \$1.40 (60¢) to Local 837; and 60¢ (50¢) to Local 1059. Effective May 1, 1989, 80¢ to Local 183 and \$1 to Local 597. Further details unavailable.
Training Fund:	Effective May 1, 1989, employer contributes 10¢ (7¢) per hour worked to Local 183.
Travel Allowance:	Effective May 2, 1988, 30¢ (25¢) per kilometre each way when required to use own vehicle outside of the metropolitan area.
Board Allowance:	Effective May 2, 1988, \$30 (\$27.50) and \$50 (\$42.50) per day when required to stay away overnight within 120 kilometres and 120 kilometres or more outside Zone 1 respectively.

Mechanical Contractors Association of Ottawa at Renfrew and Ottawa Area - Local 71, Plumbers (AFL-CIO/CFL): Two 24-month renewal agreements effective from May 1, 1988 to April 30, 1990, covering 410 employees, settled at the bargaining stage and ratified in May 1988. Duration of negotiations - 2 months.

Package:	Effective	May 1/88	May 1/89
	General Increases	\$1.50	\$1.50
	Journeyman, Houses	\$24.78 (\$23.28)	\$26.28
	Journeyman, Service Work	\$25.88 (\$24.38)	\$27.38
	Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, 10¢ to training and 33¢ (27¢) to promotion funds. Effective May 1, 1989, 37¢ to promotion fund.		
Welfare Fund:	Employer contributes \$1.10 (\$1) per hour worked. Effective May 1, 1989, \$1.20.		
Pension Fund:	Employer contributes 85¢ per hour worked in housing sector (new). Effective May 1, 1989, \$1.70 in housing sector and \$1.70 (\$1.10) for service work.		

Metropolitan Industrial and Commercial Masonry Contractors, Inc., at OLRB Area 8 - Local 2, Bricklayers International (AFL-CIO/CFL) (residential construction): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, with wages retroactive to June 1, 1988, covering 250 employees, settled at the bargaining stage and ratified in May 1988. Duration of negotiations - 1 day.

Package:	Effective	June 1/88	Sept. 1/88	June 1/89
	General Increases	\$1.25	75¢	\$1
	Journeyman Bricklayer or Stonemason	\$25.27 (\$24.02)	\$26.02	\$27.02

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Welfare Fund: Effective June 1, 1988, employer contributes 75¢ (69¢) per hour worked. Effective June 1, 1989, 77¢.

Pension Fund: Effective September 19, 1989, employer contributes \$1 (80¢) per hour worked.

Travel Allowance: \$6.50 (\$6) per day for any work performed in Zone 2. Effective June 1, 1989, \$7.

Ontario Masonry Contractors Association at Ottawa - Local 527, Labourers (AFL-CIO)(mason tenders, residential construction): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 250 employees, settled at the bargaining stage and ratified in May 1988. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	General Increase	\$1	\$1
	Labourer - 6 storeys and under	\$17.00 (\$16.00)	\$18.00

Package rates shown include wages, vacation and holiday pay and employer contribution to pension fund.

Ottawa Construction Association at OLRB Area 15 - Local 527, Labourers (AFL-CIO)(non-ICI agreement): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 600 employees, settled at the bargaining stage and ratified in May 1988. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	General Increases	\$1	\$1
	<u>Zone 1</u>		
	General Labourer	\$20.14 (\$19.14)	\$21.14
	Airtrac Driller	\$20.58 (\$19.58)	\$21.58

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, and 10¢ to training funds.

Meal Allowance: \$5.39 (\$3.01) when required to work 5 hours of overtime without previous notice.

TRANSPORTATION

United Parcel Service Canada Ltd., province-wide - Various Locals, Teamsters (AFL-CIO): A 33-month renewal agreement effective from May 10, 1988* to February 15, 1991, with wages retroactive to February 16, 1988, covering 750 Ontario employees, settled at the conciliation officer stage and ratified in May 1988. Duration of negotiations - 4 months.

* Previous agreement expired February 15, 1988.

Wages:	Effective	<u>Feb. 16/88</u>	<u>Feb. 16/89</u>	<u>Feb. 16/90</u>
	General Increases	5.1%	5.2%	5.3%
	Additional Adjustment	Wage grid revised for Certified and Maintenance Mechanics		
	Driver (Package Car)	\$10.43-\$13.90 (\$9.90-\$13.20)	\$10.95-\$14.60	\$11.48-\$15.30
	Feeder Driver - Tractor Trailer Doubles	\$10.706-\$14.275 (\$10.182-\$13.575)	\$11.231-\$14.975	\$11.756-\$15.675
	Certified Mechanic	\$15.48-\$16.15 (\$11.55-\$15.40)	\$16.23-\$16.90	\$16.98-\$17.65

Maximum rates are reached after 210 days worked.

COLA: 10¢ per 1% increase in the CPI - 1981=100, using the January 1988 index as the base. Triggered at 5% in each year and paid as a lump sum in March 1989, 1990 and 1991. (Basic formula is unchanged. Formula did not trigger.)

Paid Vacation: 5 weeks after 20 years of service (new).

EDUCATION AND RELATED SERVICES

London City Board of Education - Local 1150, Canadian Union of Public Employees (CLC)
(full-time and part-time teaching assistants and office and clerical employees): A 12-month renewal agreement effective from October 1, 1987 to September 30, 1988, covering 384 employees, settled at the bargaining stage and ratified in May 1988. Duration of negotiations - 9 months.

Wages:	Effective	<u>Oct. 1/87</u>
	General Increase	4.4%
	Job Group 1 (includes Clerk Typist)	\$8.04-\$9.73 (\$7.70-\$9.32)
	Job Group VII (Senior Secretary III)	\$12.71-\$15.63 (\$12.17-\$14.97)

Maximum rates are reached after 2 annual increases.

Health and
Welfare:

Major Medical - Orthodontics coverage added (new).

Continuation of Benefits - Employer pays 80% of premium costs for all health and welfare benefits for 17 weeks for employee on maternity leave (new).

Sudbury Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 533 employees, settled at the bargaining stage and ratified in May 1988. Duration of negotiations - 2 days.

Wages:	Effective	Sept. 1/88	Jan. 1/89
Increases		2.25% for Teacher-Level B,C and D; 3.7% for Teacher-Level A1-A4 and Principal	2.5% for Teachers; 3.5% for Principal
Teacher-Level D 0-6 years		\$17,237-\$26,843 (\$16,858-\$26,254)	\$17,668-\$27,514
Teacher-Level A1 0-10 years		\$22,902-\$39,452 (\$22,085-\$38,045)	\$23,475-\$40,435
Teacher-Level A4 0-12 years		\$27,801-\$51,573 (\$26,809-\$49,729)	\$28,496-\$52,868
<u>Principal</u> 0-2 years			
B Schools		\$56,005-\$58,249 (\$54,007-\$56,171)	\$57,965-\$60,287
A Schools		\$57,337-\$59,581 (\$55,291-\$57,455)	\$59,344-\$61,666
Effective		Sept. 1/89	Jan. 1/90
Increases		2.25% for Teachers; 2.75% for Principal	2.25% for Teachers; 2.75% for Principal
Teacher-Level D		\$18,066-\$28,134	\$18,472-\$28,768
Teacher-Level A1		\$24,003-\$41,343	\$24,543-\$42,273
Teacher-Level A4		\$29,137-\$54,061	\$29,793-\$55,281
<u>Principal</u>			
B Schools		\$59,559-\$61,945	\$61,197-\$63,649
A Schools		\$60,976-\$63,362	\$62,653-\$65,105

Responsibility
Allowances:

Increased in accordance with the general salary increases for Teachers Level A1 - A4.

Health and
Welfare:

Vision - Maximum claim is \$100 per person every 2 years.

Dental - Coverage continues to be updated each September to the previous year's ODA fee schedule.

Waterloo County Roman Catholic Separate School Board at Kitchener - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary and secondary school teachers): Two 36-month renewal agreements* effective from September 1, 1988 to August 31, 1991, covering 1,050 employees, settled at the bargaining stage and ratified in May 1988. Duration of negotiations - 3 months.

* Previously one agreement.

Wages:

Effective	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>
General Increases	4%	1.92%
Teacher-Category D 0-10 years	\$19,551-\$30,951 (\$18,799-\$29,759)	\$19,927-\$31,547
Teacher-Category A1 0-10 years	\$23,949-\$41,199 (\$23,028-\$39,618)	\$24,410-\$41,990
Teacher-Category A4 0-10 years	\$29,266-\$52,126 (\$28,140-\$50,120)	\$29,829-\$53,139
Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
General Increases	4.75%	5%
Teacher-Category D	\$20,874-\$33,044	\$21,918-\$34,698
Teacher-Category A1	\$25,569-\$43,989	\$26,847-\$46,197
Teacher-Category A4	\$31,245-\$55,655	\$32,807-\$58,437

Responsibility Allowances: Increased in accordance with the general salary increases.

Home Instruction
Teacher:

\$19 (\$12.75) per hour.

Bereavement
Leave:

Maximum 5 days' paid leave upon death of ward of employee and 3 days for fiancé(e) (new).

Health and
Welfare:

Life Insurance and AD & D - Benefit is \$50,000 (\$25,000).

OHIP - Employer pays 90% (85%) of premium costs.

Major Medical - Effective September 1, 1990, employer pays 90% (75%) of premium costs.

Dental - Effective September 1, 1989, employer pays 90% (85%) of premium costs.

CARDN
L
-C53

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JULY 1988



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July, 1988 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

Contents

	Page
Highlights	i
Index to Settlements Reported	256
July 1988 Settlements	
Forestry	259
Mines	261
Food and Beverage	262
Textile	264
Furniture and Fixture	265
Paper and Allied	265
Machinery	267
Transportation Equipment	267
Construction	269
Transportation	273
Retail Trade	274
Education and Related Services	275
Health and Welfare Services	277
Personal Services	280
Federal Administration	282
Local Administration	283
Addenda	
April Settlements	284
May Settlement	286
June Settlements	286

Highlights

Many of the settlements that were ratified in July followed established industry patterns. Among them were:

Forestry

Two agreements outstanding from 1987 were settled with terms that included annual wage increases of 25¢, 45¢ and 4.5%, which were standard in the forestry and paper industries in the 1987 round of bargaining. A total of 545 employees of E.B. Eddy Forest Products Ltd. at Espanola and Canadian Pacific Forest Products Ltd. at Dryden, previously represented by the Carpenters and now represented by the Woodworkers-Canada and the Canadian Paperworkers respectively, were affected by the settlements.

The wage increases will bring the Labourer rate, \$14.91 at the expiry of the previous agreement, to \$16.31 in 1989, which is equivalent to 3% per year. Other terms included a 5¢ increase in the afternoon and night shift premiums to 45¢ and 55¢, improvements in health and welfare benefits, and higher pension plan contributions.

A third July settlement in the paper industry occurred between Domtar Corrugated Containers Division and the Canadian Paperworkers. Within one month of bargaining, a 3-year agreement based on the 25¢, 45¢ and 4.5% wage pattern was ratified by the membership, which includes 700 Ontario employees. The agreement is effective July 1, 1988 and also provided 5¢ on shift premiums and earlier entitlement to a sixth week of vacation. In addition to a number of improvements to health and welfare benefits, a vision care plan was added commencing in 1989.

Retirement/Nursing Homes

Wage re-openers were negotiated in 2 agreements between Versa-Care Ltd. and Brierwood Health Care Partnership and the Christian Labour Association. The settlement provided wage increases of approximately 4% in each of the 2 remaining years of the 3-year agreements.

A recent development in nursing home negotiations is the introduction of pension plans into the collective agreements, and the benefit re-opener in these agreements resulted in a pension plan for the 600 employees covered. Beginning in 1989, employers will contribute 2% of earnings into the plan.

A money purchase pension plan was also negotiated at Central Park Lodges retirement homes at 4 locations around the province. The employer contribution of 2% of earnings in 1989 will increase to 4% in 1990.

The settlement was reached directly by the parties and without government assistance. The resulting 3-year agreements provided the 300 affected employees with 4% annual wage increases. The RNA classification was established, with a wage grid similar to the wages for an RNA working in a nursing home. Shift premiums were increased 1¢ each year, and the life insurance benefit will rise to \$15,000 in 1989.

Index to Settlements Reported, July 1988

Employer and Location	Union	Page
Boots Drug Stores (Canada) Ltd., Ottawa	Retail Wholesale Employees (AFL- CIO/CLC) (full-time and part-time empls.)	274
Butler Metal Products and Butler Polymet, Cambridge	Cdn. Auto Workers (CLC)	286
Canadian Airlines International Ltd., system-wide	Air Line Pilots (Ind.)	273
Canadian Automatic Sprinkler Assn., Canada-wide except Que. and B.C.	Plumbers (AFL-CIO/CFL) (Road Sprinkler Fitter Agreement)	271
Canadian Blower/Canada Pumps Ltd., Kitchener	United Steelworkers (AFL-CIO/CLC) (production, office, clerical and technical empls.)	267
Canadian Pacific Forest Products Ltd., Dryden Woodlands Operations	Canadian Paperworkers (CLC)	259
Canadian Pacific Hotels Corp., carrying on business as L'Hotel, Toronto	Textile Processors (Ind.)(full-time and part-time empls.)	280
Canadian Woodwork Manufacturers Assn., Toronto and vicinity	Carpenters (AFL-CIO)	265
Central Park Lodges, Hamilton, London, Ottawa and Toronto	Service Employees Intl. (AFL- CIO/CLC)(full-time and part-time retirement home empls.)	278
Dare Foods Ltd., Biscuit Div., Kitchener	Bakery and Tobacco Workers (AFL/CIO- CLC)	262
Domtar Inc., Domtar Packaging, Corrugated Containers Div., various centres in Manitoba, Ontario and Quebec	Cdn. Paperworkers (CLC)	265
E.B. Eddy Forest Products Ltd., Forestry Div., Espanola	Woodworkers-Canada (AFL-CIO/CLC)	259
Fiberglas Canada Inc., Textile and Chemical Plants, Guelph	Clothing and Textile Workers (AFL- CIO/CLC)	264
Fruehauf Canada Inc., Dixie Manufacturing Plant and Factory Service Branch, Mississauga	Cdn. Auto Workers (CLC)	267

Index to Settlements Reported, July 1988

Employer and Location	Union	Page
Grey County Board of Education, Markdale	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	289
Halton Board of Education, Burlington	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	291
Halton Board of Education, Burlington	Employees Assn. (Ind.)(full-time and academic year clerical and technical empls.)	291
Halton Board of Education, Burlington	CUPE (CLC)(full-time maintenance and custodial empls.)	275
Halton Board of Education, Burlington	Ont. Secondary School Teachers' Fed. (Ind.)	290
Huron County Corp., Huronview Home for the Aged, Clinton	Service Employees Intl. (AFL- CIO/CLC) (full-time and part-time service empls.)	278
Lac Minerals Ltd., Macassa Div., Kirkland Lake	United Steelworkers (AFL-CIO/CLC)	261
Lambton County Board of Education, Sarnia	Ont. Secondary School Teachers' Fed. (Ind.)	284
Lambton County Roman Catholic Separate School Board, Sarnia	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary school teachers)	286
National Elevator and Escalator Assn., Canada-wide	Elevator Constructors (AFL-CIO/CFL) (industrial, commercial and institutional construction)	271
Nipissing Board of Education, North Bay	Ont. Secondary School Teachers' Fed. (Ind.)	292
Norfolk General Hospital and Nursing Home, Simcoe	Service Employees Intl. (AFL- CIO/CLC) (full-time and part-time service empls.)	277
North York City Corp.	Ont. Fire Fighters (Ind.)	283
Ontario Masonry Contractors Assn. and Independent Masonry Contractors, OLRB Area 15, Residential Agreement	Bricklayers Intl.(AFL- CIO/CFL)(bricklayers, stonemasons and plasterers)	288
Ontario Refrigeration and Air Conditioning Contractors Assn. province-wide	Plumbers (AFL-CIO/CFL)(construction empls.)	272

Index to Settlements Reported, July 1988

Employer and Location	Union	Page
Oxford County Board of Education, Woodstock	Ont. Secondary School Teachers' Fed. (Ind.)	292
Parnell Foods (1981) Ltd., Toronto and vicinity	Rubber Workers (AFL-CIO/CLC)	281
Peel Board of Education, Mississauga	Ont. Secondary School Teachers' Fed. (Ind.) (occasional teachers)	285
Peterborough County Board of Education, Peterborough	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	293
Pipe Line Contractors Assn. of Canada (Distribution Pipeline Agreement), Canada-wide except Quebec	Labourers (AFL-CIO)	270
Pipe Line Contractors Assn. of Canada (Distribution Pipeline Agreement), Canada-wide except Quebec	Intl. Operating Engineers (AFL-CIO/CFL)	269
Ryerson Polytechnical Institute Board of Governors, Toronto	Ontario Public Service Employees (NUPGE) (CLC) (office, clerical, technical and food service empls.)	275
Scarborough City Corp.	Intl. Fire Fighters (AFL-CIO/CLC)	283
T.C.C.Bottling Limited, Toronto	Cdn. Auto Workers (CLC) (production and sales empls.)	263
Treasury Board of Canada	Professional Institute (Ind.) (computer systems administration group)	282
University of Toronto Governing Council	CUPE (CLC)	276
Urban Transportation Development Corporation Inc., Can-Car, Kingston Works Division, Millhaven	Canadian Auto Workers (CLC)	269
Versa-Care Ltd. and Brierwood Health Care Partnership, Brierwood Health Centre, Brantford, Summit Place, Owen Sound, Telfer Place, Paris	Christian Labour Assn. (Ind.)	279
Versa-Care Ltd., Bestview Health Care Centres Inc.	Christian Labour Assn. (Ind.)	279
Voyageur Colonial Ltd., various centres in Ontario and Quebec	Railway, Transport and General Workers (CLC) (bus operators, information and ticket clerks, and garage and parbus empls.)	273

FORESTRY

Canadian Pacific Forest Products Limited, previously Great Lakes Forest Products Limited, Dryden Woodlands Operations - Local 324, Canadian Paperworkers (CLC)*: A 36-month renewal agreement effective from October 1, 1987 to September 30, 1990, covering 220 employees, settled with mediation assistance. Duration of negotiations - 8 months.

*Previously Local 2693, Woodworkers-Canada (AFL-CIO/CLC).

Wages:	Effective	Oct. 1/87	Oct. 1/88	Oct. 1/89
General Increases		25¢	45¢	4.5%
Additional Adjustments	35¢ for Skilled Trades working in bush camp			
Labourer General		\$15.16 (\$14.91)	\$15.61	\$16.31
Operator, Feller Buncher		\$16.34 (\$16.09)	\$16.79	\$17.55
Mechanic "A"		\$18.81 (\$18.56)	\$19.26	\$20.13

Shift Premium: 0-45¢-55¢ (0-40¢-50¢).

Health and Welfare: Weekly Indemnity - Benefit is \$370 (\$345). Effective October 1, 1988, \$385. Effective October 1, 1989, \$400.

Medical, Surgical and Hospital Care Plans - Effective August 1, 1988 and October 1, 1989, employer pays 100% of the then current premium costs respectively. (Previously, 100% of premium costs at October 1, 1986.)

Dental - Effective October 1, 1988, coverage is based on the 1987 (1985), 1988 and 1989 ODA fee schedules in each contract year respectively.

Pension Plan: Employer Contribution - \$45 (\$30) per month per employee and an additional \$45 (\$30) per month conditional on the employee contributing \$45 (\$30).

Protective Clothing Subsidy: Employer will sell to employee safety pants at \$13 (\$9), safety boots at \$16 (\$12), ballistic nylon type boots at \$22 (\$17), gloves and mitts at \$7 (new), below invoice price.

Travel Allowance: \$20 per week for employee at Red Lake (new).

Power Saw Rental: Employer pays to day workers \$11 (\$10) per 8-hour day when felling and limbing and \$12 (\$11) when bucking at a landing on a skidding operation.

E.B. Eddy Forest Products Ltd., Forestry Division at Espanola - Local 2693, Woodworkers-Canada (AFL-CIO/CLC)*: A 36-month renewal agreement effective from September 1, 1987 to August 31, 1990, covering 325 employees, settled at the conciliation officer stage. Duration of negotiations - 10 months.

*Previously Carpenters (AFL-CIO).

Wages:	Effective	<u>Sept. 1/87*</u>	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
	Increases			
	Hourly Employees	25¢	45¢	4.5%
	Pieceworkers	1%	1.5%	4.5%

Hourly Rates

Labourer	\$15.16 (\$14.91)	\$15.61	\$16.31
Mechanic Class A1	\$19.10 (\$18.85)	\$19.55	\$20.43

* Lump Sum Payment: \$500 per employee, in lieu of retroactivity, pro-rated for months worked between September 1, 1987 and May 31, 1988.

Shift Premium: 0-45¢-55¢ (0-40¢-50¢).

Health and Welfare: The following changes are effective August 1, 1988, unless stated otherwise:

Medical, Surgical, Drug and Hospital Care Plan - Employer pays current premium costs (previously, premium costs as at September 1, 1986). Effective September 1, 1989, the then current premium costs.

Life Insurance - Benefit is \$40,000 (\$30,000).

Weekly Indemnity - Benefit is \$370 (\$335). Effective September 1, 1988, \$385. Effective September 1, 1989, \$400.

LTD - Benefit is 50% of monthly earnings (previously to a maximum of \$1,700 per month).

Dental - Coverage is based on the 1986 (1985) ODA fee schedule. Effective September 1, 1988 and 1989, the 1987 and 1988 ODA fee schedules respectively.

Pension Plan: Basic Benefit/Future Service - Effective January 2, 1989, \$14 (\$12) per month per year of service.

Supplemental Benefit - Employer will contribute \$45 (\$30) per month per employee, conditional on the employee contributing \$45 (\$30).

Commuter Allowance: Effective August 1, 1988, \$8.67 (\$8.50) per day. Effective September 1, 1988, \$8.84. Effective September 1, 1989, \$9.02.

Travel Allowance: Effective August 1, 1988, \$12.17 (\$11.93) per week. Effective September 1, 1988, \$12.41. Effective September 1, 1989, \$12.66.

Protective Clothing Subsidy: Employer will sell to employee safety pants at \$12 (\$9) and safety boots at \$15 (\$12) below cost price.

Power Saw Rental: Effective July 15, 1988, employer pays to day workers using own saws \$11 (\$10) per 8-hour day for felling and limbing and \$12 (\$11) per day for bucking at a landing on a skidding operation.

Severance Pay: Effective July 15, 1988, 1 week's pay per year of service to a maximum 30 weeks for employee with 3 years of service who terminates because no job is available due to mechanization, technological change or automation and who waives recall rights (new).

MINES

Lac Minerals Ltd., Macassa Division* at Kirkland Lake - Local 4584, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from July 5, 1988 to July 4, 1991, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

*Previously included Lake Shore Mine Division, closed in April 1987.

Wages:	Effective	<u>July 5/88</u>	<u>July 5/89</u>	<u>July 5/90</u>
General Increase		4%	4%	4%
Mill Labour		\$14.10 (\$13.56)	\$14.66	\$15.25
Miner Class I		\$15.48 (\$14.88)	\$16.10	\$16.74
Electrical and Mechanical Technician		\$17.14 (\$16.48)	\$17.82	\$18.53

Gold Adjustment: 1¢ per \$1 increase in the price of gold above the base of \$400 Canadian per ounce. Adjusted monthly. Capped at \$550 per ounce. (Basic formula is unchanged).

Shift Premium: 0-25¢-25¢ (0-20¢-20¢), 30¢ (25¢) per hour for 12-hour night shift and 35¢ (30¢) per hour for the 11 p.m. to 7 a.m. shift.

Sunday Premium: \$1 (80¢) per hour.

Paid Holidays: Effective July 5, 1989, 15 (14) days.

Paid Vacation: 6 weeks after 25 years of service (new).

Bereavement Leave: 1 days' paid leave upon death of spouse's grandparent (new).

Health and Welfare: Life Insurance and AD & D - Benefit is \$30,000 (\$25,000). Effective July 5, 1990, \$35,000.

Life Insurance for Dependents - Benefit is \$4,000 (\$3,000) for spouse and \$2,000 (\$1,000) for child.

Weekly Indemnity - Benefit is \$250 (\$200) for the first 2 (4) weeks and \$350 (\$300) for the next 24 (22) weeks.

LTD - Benefit is \$800 (\$780) per month. Effective April 5, 1989, \$850. Effective April 5, 1990, \$900.

Vision - Maximum claim is \$150 (\$125) per family member every 2 years.

Dental - Employer pays 50% of premium costs for dentures and maintenance (new). Coverage is based on the current year's (1985) ODA fee schedule.

Pension Plan: Future Service - Effective July 21, 1988, \$17 (\$15) per month per year of service. Effective July 5, 1990, \$19.

Past Service Benefit - Effective July 21, 1988, \$13 (\$10) per month per year of service. Effective July 5, 1989, \$14. Effective July 5, 1990, \$15.

Vesting - After 2 (10) years of service.

FOOD AND BEVERAGE

Dare Foods Limited, Biscuit Division at Kitchener - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 21½-month renewal agreement effective from July 14, 1988* to April 28, 1990, with wages retroactive to May 1, 1988, covering 392 employees, settled with mediation assistance. Duration of negotiations - 3 months.

* Previous agreement expired April 30, 1988.

Wages:	Effective	May 1/88	Oct. 30/88	April 30/89
General Increases		55¢	5¢	50¢
Additional Adjustments	15¢-25¢ for certain classifications			
Group M (K) (Packer)		\$10.80 (\$10.25)	\$10.85	\$11.35
Group H (F) (includes Service and General Labour)		\$11.10 (\$10.55)	\$11.15	\$11.65
Electronic Technician (new)		\$14.69	\$14.74	\$15.24

Shift Premium: 0-33¢-37¢ (0-30¢-35¢).

Paid Vacation: Effective April 30, 1989, 4 weeks after 10 (11) years of service and 5 weeks after 19 (20) years.

Health and Welfare: Life Insurance - Benefit is \$13,000 (\$12,000).

Weekly Indemnity - Employer pays 55% of premium costs (previously, \$15 per month). Effective April 30, 1989, 60%.

Major Medical - Employer pays 75% of premium costs (previously, \$5.20 per month for single coverage and \$19.90 for family coverage).

Dental - Employer pays 60% of premium costs (previously \$7.30 per month for single coverage and \$21.65 for family coverage). Effective August 1, 1988, coverage is based on the 1986 (1985) ODA fee schedule. Effective April 30, 1989, 70% of premium costs. Effective July 1, 1989, the 1987 ODA fee schedule.

Meal Allowance (Truck Drivers): \$6.50 (\$6) after 10 net hours on the truck. For overnight trips, \$12 (\$11) for supper, \$6.50 (\$6) for breakfast, and after 5 net hours on the truck, \$6.50 (\$6) for lunch. Effective April 30, 1989, \$7 for lunch.

Room Allowance (Truck Drivers): \$45 (\$40) per night for accomodation.

Tool Allowance: \$125 (\$100) per year for loss or replacement.

Safety Shoe Allowance: \$50 (\$45) per year.

T.C.C. Bottling Limited, previously Coca-Cola Limited at Toronto* - Local 385, Canadian Auto Workers (CLC)** (production and sales employees): A 36-month renewal agreement effective from July 25, 1988 to July 28, 1991, covering 430 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

* Previously bargained with production and office employees at Hamilton, Kitchener, London, Ottawa and Windsor.

** Previously, Canadian Brewery Workers.

Wages:	Effective	<u>July 25/88</u>	<u>July 31/89</u>	<u>July 30/90</u>
	General	5.5%	5.5%	6%
	Increases			

Production Employees

Wage Bracket 1 (General Help)	\$15.03 (\$14.25)	\$15.86	\$16.81
Wage Bracket 8 (Journeymen Electrician)	\$19.52 * (\$18.50)**	\$20.59 *	\$21.83 *

Sales Employees

Wage Bracket 1 (Delivery Salesman)	\$15.10 (\$14.31)	\$15.93	\$16.89
Wage Bracket 2 (Highway Tractor- Trailer Driver)	\$16.22 (\$15.37)	\$17.11	\$18.14

* Plus a skilled trades adjustment of 25¢ per hour in each contract year, to be incorporated into wage rate at the end of the contract.

** 75¢ from previous skilled trades adjustments incorporated into wage rate.

COLA: 1¢ per 0.3 point change in the CPI - 1971 = 100, from the July 1988 index to the July 1989 index. Triggered at 6% and capped at 9%. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: 0-75¢-75¢ (0-65¢-65¢). Effective July 31, 1989, 0-80¢-80¢. Effective July 30, 1990, 0-85¢-85¢.

Bereavement Leave: 3 paid working (calendar) days' leave.

Health and Welfare: Life Insurance - Effective January 1, 1989, benefit is \$23,000 (\$20,000). Effective January 1, 1990 and 1991, \$24,000 and \$26,000 respectively.

Weekly Indemnity - Employer pays 85% (75%) of premium costs. Effective July 30, 1989 and 1990, 90% and 100% respectively. Effective January 1, 1989, maximum claim is \$395 (\$365). Effective January 1, 1990 and 1991, \$410 and \$425 respectively.

Vision (new) - Employer pays 100% of premium costs. Maximum claim is \$100 per person every 2 years for prescription glasses or contact lenses.

Dental - Effective September 1, 1988, employer pays 65% (50%) of premium costs. Effective July 31, 1989 and July 30, 1990, 80% and 100% respectively.

Union Education Fund (new): Employer Contribution - 1¢ per hour per full-time employee.

Meal Allowance: \$5 (\$2.75).

Tool Allowance (new): \$120 per year.

TEXTILE

Fiberglas Canada Inc., Textile and Chemical Plants at Guelph - Locals 1305 and 1929, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1988 to May 31, 1990, covering 455 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	June 1/88	June 1/89
General Increases		5%	5%
General Labour (Day Schedule)		\$13.95 (\$13.29)	\$14.65
Electrician (Day Schedule)		\$16.82 (\$16.02)	\$17.66

Start Rate - \$2 (\$1) less than the basic classification rate for the first 30 days worked.

Group Leader Premium: 60¢ (35¢). Effective June 1, 1989, 70¢.

Paid Vacation: Effective April 2, 1989, 7 weeks after 32 years of service (new).

Health and Welfare:	<u>Vision (new)</u> - Employer pays 100% of premium costs. Maximum claim is \$40 every 2 years.
	<u>Dental</u> - Coverage continues to be updated to the current year's ODA fee schedule.
Safety Shoe Allowance:	Maximum \$110 (\$90) per year.
Safety Prescription Glasses:	Maximum \$60 (\$40) per year for single vision glasses and \$70 (\$45) for bifocals.

FURNITURE AND FIXTURE

Canadian Woodwork Manufacturers Association at Toronto and vicinity - Local 2679, Carpenters (AFL-CIO): A 24-month renewal agreement effective from April 17, 1988 to April 16, 1990, covering 300 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 17/88	Apr. 17/89
	Increases	10¢-35¢	10¢-30¢
	General Factory Labourer	\$9.35 (\$9.25)	\$9.45
	Labourer	\$12.60 (\$12.50)	\$12.70
	Cabinet Maker 1st Class	\$14.91 (\$14.56)	\$15.21

85¢ COLA was folded into wages during the previous agreement.

Lump Sum Settlement Payment: \$250 per employee.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using the September 1988 index as the base. Adjusted and folded into wages quarterly. (Basic formula is unchanged.)

Health and Welfare: Employer Contribution - \$1.15 (\$1) per hour earned to the Carpenters Union (Industrial Division) Benefit Trust Fund.

Pension Plan: Employer Contribution - 40¢ (25¢) per hour worked to the Carpenters Industrial Pension Trust Fund.

PAPER AND ALLIED

Domtar Inc., Domtar Packaging, Corrugated Containers Division at various centres in Manitoba, Ontario and Quebec - Various Locals, Canadian Paperworkers (CLC): Eight 36-month renewal agreements effective from July 1, 1988 to June 30, 1991, covering 700 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 month.

The following provisions apply to Ontario locals:

Wages:	Effective	<u>July 1/88</u>	<u>July 1/89</u>	<u>July 1/90</u>
	General Increases	25¢	45¢	4.5%
	Additional Adjustments	33¢ for Post Operator; Knifeman rate red circled at \$15.32		

Etobicoke Plant

General Help	\$13.44 (\$13.19)	\$13.89	\$14.52
Electrician	\$17.85 (\$17.60)	\$18.30	\$19.12

Shift Premium: Effective July 1, 1989, 0-35¢-55¢ (0-35¢-50¢). Effective July 1, 1990, 0-40¢-55¢.

Paid Vacation: Effective in 1989, 6 weeks after 25 (27) years of service.

Health and Welfare: The following benefits are effective August 1, 1988, unless stated otherwise.

AD & D - Effective July 6, 1988, benefit is \$22,500 (\$20,000). Effective July 1, 1989, \$25,000.

Life Insurance for Retirees - Benefit is \$4,000 (\$2,500).

Weekly Indemnity - Benefit is \$339 (\$315) or UIC maximum, whichever is greater. Effective July 1, 1989, \$350. Effective July 1, 1990, \$365.

LTD - Maximum monthly benefit is \$1,500 (\$1,300).

Major Medical - Coverage includes treatment by licensed chiropractor up to \$15 per visit and up to \$25 per disability for x-rays to a maximum \$300 per year. Treatment by licensed Osteopath, Naturopath, Podiatrist or Christian Science Practitioner up to \$7 per treatment and \$25 per disability for x-rays to a maximum 30 visits per year per practitioner.

Vision (new) - Effective July 1, 1989, maximum claim is \$75 per family member every 2 years.

Dental - \$1,000 (\$500) maximum lifetime claim per family member. Effective April 30, 1989, 1990 and 1991, coverage is based on the 1988, 1989 and 1990 ODA fee schedules respectively.

Meal Allowance: Effective July 6, 1988, \$5 (\$4.50). Effective July 1, 1989, \$5.25. Effective July 1, 1990, \$5.50.

Medical Certificate Allowance (new): Employer pays cost of certificate required for weekly indemnity claim.

Safety Shoe Allowance: Maximum \$40 (\$38.50) per year.

MACHINERY

Canadian Blower/Canada Pumps Limited at Kitchener - Locals 3534 and 8486, United Steelworkers (AFL-CIO/CLC)(production, office, clerical and technical employees): Two 24-month renewal agreements effective from April 16, 1988 to April 15, 1990 for production employees and from January 1, 1988 to December 31, 1989 for office, clerical and technical employees, covering 270 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 16/88*	Apr. 16/89*
General Increases		4.5%	4.5%
Job Class Increment		22.5¢ (21.5¢)	23.5¢
Job Class 3 (Material Handler)		\$11.72 (\$11.22)	\$12.25
Job Class 19 (Electrician)		\$15.32 (\$14.66)	\$16.01
* Effective January 1, 1988 and 1989 for office, clerical and technical employees.			

Shift Premium: Effective July 10, 1988, 0-65¢-65¢ (0-60¢-60¢).

Pay for Work on Paid Holidays: Double time (time and one-half).

Bereavement Leave: Effective July 10, 1988, 5 (3) days' paid leave upon death of spouse and child.

Health and Welfare: Life Insurance and AD & D - Effective August 1, 1988, benefit is \$18,000 (\$17,000). Effective April 16, 1989, \$19,000.

Life Insurance for Retirees - Benefit is \$3,100 (\$2,800).

Vision - Effective August 1, 1988, maximum claim is \$120 (\$100) every 2 years. Effective April 16, 1989, \$135.

Dental - Effective August 1, 1988, coverage is based on the 1986 (1985) ODA fee schedule. Effective April 16, 1989, the 1987 ODA fee schedule.

Pension Plan: Basic Benefit - \$16 (\$15) per month per year of service (previously to a maximum 35 years). Effective April 16, 1989, \$17.

Safety Shoe Allowance: \$65 (\$60) per year. Effective April 16, 1989, \$70.

TRANSPORTATION EQUIPMENT

Fruehauf Canada Inc., Dixie Manufacturing Plant and Factory Service Branch at Mississauga - Local 252, Canadian Auto Workers (CLC): Two 36-month renewal agreements effective from May 1, 1988 to April 30, 1991, covering 293 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>May 1/88</u>	<u>July 10/88</u>	<u>Aug. 1/88</u>
	General Increases	40¢		
	COLA Fold-in		70¢	
	Skilled Trades Adjustment			16¢-\$1 for certain classifications
	Labourer	\$12.84 (\$12.44)	\$13.54	\$13.54
	Electronic Electrician	\$13.74 (\$13.34)	\$14.44	\$15.44
	Effective	<u>May 1/89</u>		<u>May 1/90</u>
	General Increases	30¢		20¢
	Skilled Trades Adjustments	50¢ for certain classifications		50¢ for certain classifications
	Labourer	\$13.84		\$14.04
	Electronic Electrician	\$16.24		\$16.94
Lump Sum Payment:	\$200 per employee.			
COLA:	83¢ COLA was generated under the previous agreement. 70¢ is folded in on July 10, 1988 and 13¢ continues to float.			
	1¢ per 0.34 point change in the CPI - 1971=100, using 335.2 as the base. Adjusted quarterly. 5¢ is diverted to offset the cost of the dental plan, as previously. (Basic formula is unchanged.)			
Shift Premium:	Effective August 1, 1988, 0-35¢-35¢ (0-25¢-25¢).			
Paid Holidays:	A total of 37 (39) days over the term of the contract.			
Bereavement Leave:	Effective August 1, 1988, 3 (1) days' paid leave upon death of grandchild.			
Health and Welfare:	<u>Life Insurance and AD & D</u> - Effective August 1, 1988, benefit is \$13,000 (\$12,000). Effective May 1, 1989 and 1990, \$14,000 and \$15,000 respectively.			
	<u>Dental</u> - Effective August 1, 1988, coverage is based on the 1988 (1985) ODA fee schedule.			
Pension Plan:	<u>Basic Benefit</u> - Effective August 1, 1988, \$14 (\$12) per month per year of service. Effective May 1, 1989 and 1990, \$16 and \$18 respectively.			
	<u>Supplemental Benefit</u> - Effective August 1, 1988, \$7 (\$5.25) per month per year of service.			
Safety Shoe Allowance:	Effective August 1, 1988, \$60 (\$50) per year.			

Urban Transportation Development Corporation Inc., Can-Car, Kingston Works Division at Millhaven - Local 1837, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1988 to May 31, 1991, covering 305 employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 18/88</u>	<u>June 1/89</u>	<u>June 1/90</u>
General Increases		-	8¢	7¢
Additional Adjustments		6¢ for certain classifications	6¢ for certain classifications	
Labourer		\$8.84 (\$8.78)	\$8.98	\$9.05
Welder/fitter 1		\$13.43 (\$13.43)	\$13.51	\$13.58
Tool Inspector		\$15.16 (\$15.16)	\$15.24	\$15.31
COLA (new):	1¢ per 0.33 point increase in the CPI - 1971 = 100, using the March 1988 index as the base. Adjusted quarterly.			
Bereavement Leave:	3 days paid leave upon death of spouse's brother/sister/grandparent.			
Union Education Fund (new):	<u>Employer Contribution</u> - 1¢ per paid hour.			
Health and Welfare:	<u>OHIP</u> - Employer pays 100% (50%) of premium costs. <u>Dental (new)</u> - Employer pays 50% of premium costs. Effective June 1, 1989 and 1990, employer pays 75% and 100% respectively. Coverage is based on the 1987, 1988 and the current year's ODA fee schedule in each of the contract years respectively.			
Pension Plan (new):	Employer pays 100% for defined benefit plan.			
Safety Shoe Allowance:	\$50 (\$45) per year. Effective June 1, 1989, \$60.			

CONSTRUCTION

Pipe Line Contractors Association of Canada (Distribution Pipeline Agreement), Canada-wide except Quebec - International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 200 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
Increases			
Metropolitan Toronto and the Regional Municipalities of Peel, York and Durham		\$1.50	\$1.50

Kent, Elgin, Middlesex, Huron, Perth, Bruce, Grey, Oxford, Simcoe, Brant and part of Wellington Counties, and the Regional Municipalities of Niagara, Waterloo and Haldimand-Norfolk	\$1	\$1
--	-----	-----

All other areas	\$1.25	\$1.25
-----------------	--------	--------

London

Intermediate Operator	\$20.90 (\$19.65)	\$22.15
-----------------------	----------------------	---------

Toronto

Principal Operator	\$23.08 (\$21.58)	\$24.58
--------------------	----------------------	---------

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Welfare Fund: Employer contributes 70¢ (65¢) per hour earned. Effective May 1, 1989, 75¢.

Pension Fund: Employer contributes \$1.30 (\$1.10) per hour earned. Effective May 1, 1989, \$1.50.

Subsistence Allowance: \$65 (\$60) per day when required to stay away overnight.

Pipe Line Contractors Association of Canada (Distribution Pipeline Agreement), Canada-wide except Quebec - Various Locals, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 200 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Package:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
----------	-----------	-----------------	-----------------

Increases

Metropolitan Toronto and the Regional Municipalities of Peel, York and Durham	\$1.50	\$1.50
---	--------	--------

Kent, Elgin, Middlesex Huron, Perth, Bruce, Grey, Oxford, Simcoe, Brant and part of Wellington Counties and the Regional Municipalities of Niagara, Waterloo and Haldimand-Norfolk	\$1	\$1
--	-----	-----

All other areas	\$1.25	\$1.25
-----------------	--------	--------

Local 183, Toronto

Rodman	\$19.03 (\$17.53)	\$20.53
Specialized Labourer	\$20.30 (\$18.80)	\$21.80

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds and 10¢ to training fund.

Pension Fund: Employer contributes 60¢ (50¢) per hour worked. Effective May 1, 1989, 70¢.

Canadian Automatic Sprinkler Association, Canada-wide except Quebec and British Columbia - Various Locals, Plumbers (AFL-CIO/CFL) (Road Sprinkler Fitter Agreement): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 900 Ontario employees, settled with mediation assistance. Duration of negotiations - 4 months.

Package:	Effective	<u>June 27/88</u>	<u>May 1/89</u>
	General Increases, Ontario	\$1.75	\$1.25

Local 853

Journeyman Sprinkler Fitter

Ontario West (includes Thunder Bay)	\$25.57 (\$23.82)	\$26.82
Ontario East (includes Ottawa)	\$26.05 (\$24.30)	\$27.30
Ontario Central (includes Toronto)	\$26.76 (\$25.01)	\$28.01

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds, 5¢ to the training fund, and 20¢ field dues.

Welfare Fund: Effective June 27, 1988, employer contributes \$1.20 (\$1.15) per hour earned.

Pension Fund: Effective June 27, 1988, employer contributes \$1.35 (\$1.20) per hour earned. Effective May 1, 1989, \$1.50.

Board Allowance: \$45 (\$40) per day based on 7 days.

Mileage Allowance: 30¢ (27¢) per kilometre on travel to jobs outside free zone.

National Elevator and Escalator Association, Canada-wide - Locals 50, 90 and 96, Elevator Constructors (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 21-month renewal agreement effective from July 27, 1988* to April 30, 1990, covering 1,235 Ontario employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 1/2 months.

*Previous agreement expired April 30, 1988.

Package:	Effective	<u>July 27/88</u>	<u>May 1/89</u>
	General Increases	\$1.60	\$1.40
	<u>Elevator Mechanic</u>		
	Local 96, Ottawa	\$26.61 (\$25.01)	\$28.01
	Local 50, Toronto	\$26.91 (\$25.31)	\$28.31
	Local 90 Hamilton	\$27.40 (\$25.80)	\$28.80

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Welfare Fund: Employer contributes 58¢ (48¢) per hour worked. Effective May 1, 1989, 68¢.

Pension Fund: Employer contributes \$1.75 (\$1.50) per hour worked. Effective May 1, 1989, \$2.

Mileage Allowance: 32¢ (27¢) per kilometre when required to use own vehicle. Effective May 1, 1989, 34¢.

Room and Board Allowance: Maximum \$60 (\$50) per day when sent outside secondary jurisdiction within 65 miles from City Hall. Effective May 1, 1989, \$70.

Educational Fund: Employer contributes 6.5¢ (4.5¢) per hour worked. Effective May 1, 1989, 8.5¢.

Tool Loss Allowance: Employer pays 75% of cost of tools lost on the job to a maximum \$600 (\$250).

Training Program (new): Construction mechanics given an opportunity to avail themselves of employer provided maintenance courses.

Ontario Refrigeration and Air Conditioning Contractors Association, province-wide - Local 787, Plumbers (AFL-CIO/CFL)(construction employees): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 1,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3½ months.

Package:	Effective	<u>July 15/88</u>	<u>May 1/89</u>
	General Increases	\$1.30	\$1.70
	<u>Journeyman Refrigeration Mechanic</u>		
	Zone 4 (north of Barrie)	\$26.15 (\$24.85)	\$27.85
	Zone 1 (includes Toronto)	\$27.80 (\$26.50)	\$29.50

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and 10¢ to training funds.

Welfare Fund: Effective May 1, 1989, employer contributes 85¢ (70¢) per hour earned.

Pension Fund: Effective May 1, 1989, employer contributes \$1.50 (\$1.20) per hour earned.

Travel Allowance: Minimum \$20 (\$15) per day when required to use own vehicle on a one-call or one-day basis. Minimum \$75 (\$50) per week when required to use own vehicle on a regular basis.

TRANSPORTATION

Canadian Airlines International Ltd., system-wide - Air Line Pilots (Ind.): A 36-month renewal agreement effective from March 1, 1988 to February 28, 1991, covering 264 Ontario employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 1/88</u>	<u>Mar. 1/89</u>
	General Increases	4%	5%
	<u>Monthly Rates</u>		
	Second Officer	\$1,950.33-\$3,275.30	\$2,047.85-\$3,439.07
	0-4 years**	(\$1,875.32-\$3,149.33)	
	First Officer	\$1,950.33-\$3,711.71	\$2,047.85-\$3,897.30
	0-3 years**	(\$1,875.32-\$3,568.95)	
	Effective	<u>Mar. 1/90</u>	
	General Increases	5%	
	<u>Monthly Rates</u>		
	Second Officer	\$2,150.24-\$3,611.02	
	First Officer	\$2,150.24-\$4,092.16	

** Second Officers with more than 4 years of service and First Officers with more than 3 years of service are paid base pay plus flight pay times monthly pay credits.

Health and Welfare: Dental - Employer pays 100% (75%) of premium costs.

Uniform Allowance: \$30 (\$28) per month.

Voyageur Colonial Limited, various centres in Ontario and Quebec - Local 573*,
Railway, Transport and General Workers (CLC) (bus operators,
information and ticket clerks, garage and parbus employees): A 35-month renewal agreement effective from July 8, 1988** to May 31, 1991, covering 466 Ontario employees, settled during a work stoppage. Duration of negotiations - 20 months.

* Previously Locals 267 and 306.

** Previous agreement expired November 14, 1986.

Wages:	Effective	<u>July 8/88</u>	<u>June 1/89</u>	<u>June 1/90</u>
Increases				
Maintenance Employees	Average 3%		2.5%	2.5%
Bus Operators	***		2.5%	2.5%
All other Employees	2.5%		2.5%	2.5%
Additional Adjustment				up to 2.5% depending on company's gross revenues
<u>Maintenance</u>				
Serviceman	\$12.86 (\$12.47)		\$13.19	\$13.52
First Class Tradesman	\$15.77 (\$15.28)		\$16.17	\$16.58
<u>Bus Operators</u>				
<u>Daily Rates</u>				
Operator	\$128 (\$128)		\$131.20	\$134.48
Non-Productive Charter Operator (more than 2 days out of home port)	\$84 (\$84)		\$86.10	\$88.25
***Lump Sum Payment:	\$600 for Bus Operator.			

RETAIL TRADE

Boots Drug Stores (Canada) Ltd. at Ottawa - Local 414, Retail Wholesale Employees (AFL-CIO/CLC) (full-time and part-time employees): A 24-month renewal agreement effective from June 7, 1988 to June 6, 1990, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	<u>June 7/88</u>	<u>June 7/89</u>
General Increases		4.5%	4.5%
Clerk	\$5.50-\$7.87 (\$5.26-\$7.53)		\$5.75-\$8.22
Pharmacy Assistant	\$5.79-\$8.28 (\$5.54-\$7.92)		\$6.05-\$8.65

Maximum rates are reached after 18 months.

The following changes apply to full-time employees only.

Paid Vacation:	7 weeks after 30 years of service (new).
Bereavement Leave:	3 days' paid leave upon death of aunt or uncle (new).
Health and Welfare:	<u>Vision (new)</u> - Employer pays 100% of premium costs. Maximum claim is \$100 every 2 years.

EDUCATION AND RELATED SERVICES

Halton Board of Education at Burlington - Local 1011, Canadian Union of Public Employees (CLC) (full-time maintenance and custodial employees):
A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 227 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/88</u>	<u>July 1/89</u>
	General Increases	57¢	4.26%
	Caretaker (Days)	\$11.86-\$12.13 (\$11.29-\$11.56)	\$12.43-\$12.71
	Maintenance 1	\$13.94 (\$13.37)	\$14.61

Maximum rate for Caretaker is reached after 12 months.

Health and Welfare: Dental - Coverage is based on the 1988 (1987) ODA fee schedule.

Ryerson Polytechnical Institute Board of Governors at Toronto - Local 596, Ontario Public Service Employees (NUPGE) (CLC) (office, clerical, technical and food service employees): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/88</u>	<u>July 1/89</u>
	Increases	Minimum 6.3%	*
	Additional Adjustment	Restructuring of wage grid from 18 grades to 16 grades	
	<u>Annual Rates</u>		
	Grade 1 0-3 years	\$15,665.28-\$17,503.10 (\$13,228.61-\$16,465.76)	
	Grade 16 0-5 years	\$45,680.22-\$55,369.96 (\$47,363.61-\$60,507.68)	

* Increase to equal the percentage increase in the Toronto CPI plus 1%.

Hours of Work: Effective April 1, 1989, 36½ (40) hours per week for book store and food service employees.

Shift Premium:	0-50¢-57¢ (0-39¢-45¢).
Paid Vacation:	5 weeks after 15 years of service (new).
Standby Pay:	1 hour's pay for every 8 hours on standby. (Previously, 3 hours' pay per 7 day period).
Bereavement Leave:	5 (3) days' paid leave upon death of an immediate family member.
Paid Paternity Leave (new):	5 days' paid leave.
Health and Welfare:	<u>Dental</u> - 65%-35% (50%-50%) co-insurance for major restorative services.
Training and Development Fund (new):	Effective April 1, 1989, \$15,000 per year.
Meal Allowance:	\$6 (\$4.50).

University of Toronto Governing Council - Local 3261, Canadian Union of Public Employees (CLC)*: A 24-month renewal agreement effective from July 1, 1988** to June 30, 1990, with wages retroactive to July 1, 1987, covering 723 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previously Service Employees International (AFL-CIO/CLC).

** Previous agreement expired June 30, 1987.

Wages:	Effective	<u>July 1/87</u>	<u>July 1/88</u>	<u>July 1/89</u>
Increases		50¢-63¢	50¢-63¢	50¢
Housemaid		\$9.91 (\$9.28)	\$10.54	\$11.04
Elevator Mechanic Helper I		\$12.88 (\$12.38)	\$13.38	\$13.88

Paid Vacation: 21 working days after 12 years of service, 22 days after 14 years, 23 days after 16 years, 24 days after 18 years and 25 days after 20 years. (Previously 29 calendar days after 13 years, 30 after 16, 31 after 19, 31 after 22 and 35 after 35.)

Sick Leave: Employee receives pay for first 3 days of absence due to illness on first absence (previously unpaid), progressing to no pay for first 3 days of absence due to illness after the fifth absence. Effective July 1, 1989, progressing to no pay for first 3 days after the sixth absence.

Safety Shoe Allowance: \$60 (\$50) per year. Effective July 1, 1989, \$70.

HEALTH AND WELFARE SERVICES

Norfolk General Hospital and Nursing Home at Simcoe - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): A 38-month renewal agreement effective from January 19, 1988 to March 31, 1991, covering 237 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 19/88</u>	<u>Jan. 19/89</u>	<u>Jan. 19/90</u>
General Increases		50¢	50¢	50¢
Additional Adjustments		5¢ for R.N.A, Activity Attendant, and Maintenance B	5¢ for R.N.A., Activity Attendant, and Maintenance B	5¢ for R.N.A., Activity Attendant, and Maintenance B
Skilled Trades Adjustments		15¢	15¢	15¢
Housekeeping/Dietary Aide		\$10.25-\$10.62 (\$9.75-\$10.12)	\$10.75-\$11.12	\$11.25-\$11.62
R.N.A.		\$11.71-\$12.08 (\$11.16-\$11.53)	\$12.26-\$12.63	\$12.81-\$13.18
Maintenance Class A		\$13.08-\$13.46 (\$12.43-\$12.81)	\$13.73-\$14.11	\$14.38-\$14.76
Maximum rates are reached after 3 years.				
Shift Premium:	45¢ (40¢) per hour worked between 3 p.m. and 7 a.m. Effective January 19, 1990, 48¢.			
Weekend Premium (new):	Effective January 19, 1990, 25¢ per scheduled hour worked.			
Standby Pay (new):	\$1.80 per hour. Effective October 3, 1989, \$2.10.			
Acting Pay (new):	15¢ per hour worked for "In-Charge" R.N.A.			
Paid Vacation:	Effective January 1989, 4 weeks after 8 (10) years of service, 5 after 15 (17) years, and 6 after 25 years (new).			
Maternity Leave (part-time) (new):	Equivalent to full-time benefit.			
Health and Welfare:	<u>Semi-Private Hospitalization</u> - Effective January 19, 1990, employer pays 100% (75%) of premium costs.			
	<u>Life Insurance</u> - Employer pays 100% (90%) of premium costs.			
	<u>Dental</u> - Effective January 19, 1990, employer pays 75% (50%) of premium costs.			
	<u>Hearing Aid</u> - \$400 (\$300) maximum lifetime claim.			
Uniform Allowance (part-time):	\$60 per year. (Previously, 4¢ per hour worked.)			

Central Park Lodges at Hamilton, London, Ottawa and Toronto - Various Locals, Service Employees International (AFL-CIO/CLC) (full-time and part-time retirement home employees): Four 36-month renewal agreements effective from June 1, 1988 to May 31, 1991, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/88</u>	<u>June 1/89</u>	<u>June 1/90</u>
General Increases		4%	4%	4%
Domestic		\$9.79-\$10.33 (\$9.41-\$9.93)	\$10.18-\$10.74	\$10.59-\$10.17
Cook 1		\$10.97-\$11.59 (\$10.55-\$11.14)	\$11.41-\$12.05	\$11.87-\$12.53
RNA (new)		\$11.00-\$12.00	\$11.44-\$12.48	\$11.90-\$12.99

Maximum rates are reached after 2 annual increases.

Previous rates reflect a 5% increase on June 1, 1987.

Shift Premium: 0-22¢-22¢ (0-21¢-21¢). Effective June 1, 1989, 0-23¢-23¢.
Effective June 1, 1990, 0-24¢-24¢.

Health and Welfare: Life Insurance - Effective July 27, 1988, benefit is \$12,000 (\$10,000). Effective June 1, 1989, \$15,000.

Pension Plan (new): Employer Contribution - Effective June 1, 1989, 2% of earnings to a money purchase plan. Effective June 1, 1990, 4%.

Vesting - After 6 months of service.

If current negotiations with Central Park Lodges, Nursing Homes, result in a new pension plan, the plan will be implemented in this agreement.

Huron County Corporation, Huronview Home for the Aged at Clinton - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 205 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/88</u>
General Increase		5%
Nursing Aide		\$9.00-\$10.52 (\$8.57-\$10.02)
R.N.A.		\$9.81-\$11.40 (\$9.34-\$10.86)

Maximum rates are reached after 2 years.

Payment in Lieu of Fringe Benefits (part-time): 75¢ (70¢) per hour.
0-45¢-45¢.

Shift Premium (new):

Versa-Care Limited and Brierwood Health Care Partnership, Brierwood Health Centre at Brantford, Summit Place at Owen Sound and Telfer Place at Paris - Christian Labour Association (Ind.): A 24-month agreement as the result of a wage reopener provision during the final two years of a three-year agreement terminating March 30, 1990, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	Increases	approx. 4%	approx. 4%
	Housekeeping Aide	\$9.19-\$10.49 (\$8.79-\$10.09)	\$9.61-\$10.91
	Nursing Aide	\$9.33-\$10.63 (\$8.92-\$10.22)	\$9.75-\$11.05
	R.N.A.	\$10.64-\$11.94 (\$10.18-\$11.48)	\$11.12-\$12.42

Maximum rates are reached after 5,625 hours paid.

Health and Welfare: Life Insurance and AD & D - Benefit is \$20,000 (one times salary).

Pension Plan (new): Employer Contribution - Effective April 1, 1989, 2% of earnings to a money purchase plan.

Versa-Care Limited, Bestview Health Care Centres Inc., at various Ontario cities - Christian Labour Association (Ind.): A 24-month agreement on wages as the result of a wage reopener provision during the final two years of a three-year agreement terminating March 31, 1990, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	Increases	approx. 4%	approx. 4%
	Housekeeping Aide	\$9.78-\$10.49 (\$9.40-\$10.09)	\$10.17-\$10.91
	Cook	\$10.92-\$11.60 (\$10.50-\$11.15)	\$11.36-\$12.06
	R.N.A.	\$11.17-\$11.94 (\$10.74-\$11.48)	\$11.62-\$12.42

Maximum rates are reached after 3 annual increases.

Health and Welfare: Life Insurance and AD & D - Benefit is \$20,000 (\$12,000).

Pension Plan (new): Employer Contribution - Effective April 1, 1989, 2% of earnings to a money purchase plan.

PERSONAL SERVICES

Canadian Pacific Hotels Corporation, carrying on business as L'Hotel, previously CN Hotels Inc., carrying on business as L'Hotel at Toronto - Local 351, Textile Processors (Ind.)* (full-time and part-time service employees): A 36-month renewal agreement effective from June 1, 1988** to May 31, 1991, covering 220 employees, settled with mediation assistance. Duration of negotiations - 2½ months.

* Previously Railway, Transport and General Workers (CLC).

** Previous agreement expired December 31, 1987.

Wages:	Effective	<u>June 1/88</u>	<u>July 21/88</u>	<u>July 1/89</u>
	Average Increases	6.35%	0.8%	4.23%
	Additional Adjustment	Banquet Captain classification deleted		
	<u>Non-Gratuity Employees</u>			
	Utility Attendant	\$7.21 (\$6.83)	\$7.21	\$7.57
	Senior Tradesman Licensed	\$11.97 (\$11.47)	\$11.97	\$12.57
	<u>Gratuity Employees</u>			
	Bellperson	\$5.05 (\$4.78)	\$5.25	\$5.40
	Waiter/ess	\$5.23 (\$5.02)	\$5.23	\$5.49
	Effective	<u>Jan. 1/90</u>	<u>July 1/90</u>	<u>Jan. 1/91</u>
	Average Increases	1.63%	3.73%	1.26%
	Utility Attendant	\$7.57	\$7.94	\$7.94
	Senior Tradesman Licensed	\$12.57	\$13.20	\$13.20
	Bellperson	\$5.40	\$5.55	\$5.76
	Waiter/ess	\$5.49	\$5.76	\$5.76

Start Rates - \$1 less during the first 50 days worked.
(Previously, newly hired employee may have received 15% less for the first 3 months and up to 10% less for the next 3 months.)

Lump Sum Payment: 25¢ per hour for gratuity employees and 40¢ per hour for non-gratuity employees, for all hours worked between January 1, 1988 and May 31, 1988.

Overtime Pay: Time and one-half for employee required to work a sixth or seventh consecutive day. (Previously, regular rate or time off in lieu.)

Call-Back Pay (new): Minimum 4 hours' pay at regular rate when called back to work after completion of regular shift.

Paid Holidays:	The third Monday in February or Heritage Day is added for a total of 11 (10) days.
Attendance Bonus (new):	\$100 per designated period for non-gratuity employee with unbroken attendance record.
Gratuities:	Provision is new to the collective agreement but previous policy existed. <u>Banquet Employees</u> - 75% to staff, 25% to management. <u>Gala Dinners</u> - \$75 per waiting employee. <u>Bellperson and Room Service Waiting Staff</u> - Receive a range of guaranteed gratuities for performing certain duties with periodic adjustments during the term of this agreement.
Bereavement Leave:	2 (1) days' paid leave upon death of grandparent.
Health and Welfare (full-time employee):	<u>Employer Contribution (new)</u> - Effective October 21, 1988, \$70 per month per employee towards the Union Health and Welfare Plan. Effective January 1, 1989, \$75. Effective January 1, 1990, \$80. Effective January 1, 1991, \$85. <u>OHIP</u> - Employer pays 100% of premium costs of family coverage for employee with 1 year of service. (Previously, employer paid 75% of the difference between single and family coverage.) <u>Continuation of Benefits</u> - Employer pays premium costs of welfare benefits for employee on sick leave for a maximum of 4 months.
Meal Allowance:	Effective July 21, 1988, duty meal is provided at a cost to employee of \$1. Effective July 21, 1989, 50¢. Effective July 21, 1990, employer pays cost of meal.
Tool Allowance (Maintenance Department)(new):	\$50 per year for tool replacement.
Paid Education Leave:	Employer provides a meeting room and 1 meal per day for shop steward attending educational seminar, with a maximum 2 days' regular pay.

Parnell Foods (1981) Limited at Toronto and vicinity - Local 994, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 6, 1988 to April 5, 1991, covering 250 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Apr. 6/88</u>	<u>Apr. 6/89</u>
	Increases		
	Vending Attendant	20¢	20¢
	All Other Vending Employees	30¢	30¢
	Cafeteria Employees	10¢*	15¢
	General Help	\$7.48-\$8.35 (\$7.38-\$8.25)	\$7.63-\$8.50

Maintenance	\$10.87-\$12.34	\$11.17-\$12.64
Mechanic	(\$10.57-\$12.04)	

<u>Effective</u>	<u>Apr. 6/90</u>
------------------	------------------

Increase

Vending Attendant	20¢
-------------------	-----

All Other Vending Employees	30¢
--------------------------------	-----

Cafeteria Employees	15¢
---------------------	-----

General Help	\$7.78-\$8.65
--------------	---------------

Maintenance Mechanic	\$11.47-\$12.94
-------------------------	-----------------

Maximum rates are reached after two 3-month increases.

*Lump Sum
Payments
(Cafeteria
Employees):

\$100 per employee. Effective October 6, 1988, \$175. Effective October 6, 1990, \$125.

Health and
Welfare:

Dental - Coverage is based on the 1988 (1986), 1989 and 1990 ODA fee schedules in each contract year respectively.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.) (computer systems administration group): A 21-month renewal agreement effective from July 29, 1988* to April 30, 1990, with wages retroactive to May 1, 1988, covering 1,965 Ontario employees, settled with mediation assistance. Duration of negotiations - 4 months.

* Previous agreement expired April 30, 1988.

Wages:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	General Increases	3.75%	3.35%

Annual Rates

CS-1 13 Levels	\$21,587-\$36,335 (\$20,807-\$35,022)	\$22,310-\$37,552
CS-5 7 Levels	\$56,309-\$70,665 (\$54,274-\$68,111)	\$58,195-\$73,032

Shift Premium: 65¢ (55¢) per hour worked when majority of shift falls between 6 p.m. and 6 a.m.

Weekend Premium: 65¢ (55¢) per scheduled hour worked.

Paid Vacation: Effective May 1, 1989, 5 weeks after 19 (20) years of service.

Meal Allowance: \$5.50 (\$5) after 3 hours of overtime and \$5 (\$4.50) after 4 more hours.

Penological Maximum \$1,400 (\$1,350).
Factor Allowance:

LOCAL ADMINISTRATION

North York City Corporation - Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Jan. 1/88</u>
	General Increase	5.05%
	<u>Annual Rates</u>	
	Fire Fighter	\$31,404
	4th Class	(\$29,895)
	Fire Fighter	\$41,872
	1st Class	(\$39,860)
	Platoon Chief	\$62,808
		(\$59,790)

Health and Dental - Effective September 1, 1988, coverage is based on the Welfare: 1988 (1987) ODA fee schedule.

Mileage 29¢ (27¢) per kilometre.
Allowance:

Scarborough City Corporation - Local 626, International Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 470 employees, settled by arbitration. Duration of negotiations - 19 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Oct. 1/87</u>
	General Increases	5.043%	.809%
	<u>Annual Rates</u>		
	4th Class	\$29,657.00	\$29,897
	Fire Fighter	(\$28,233.32)	
	1st Class	\$39,543.00	\$39,863
	Fire Fighter	(\$37,644.51)	
	Assistant	\$61,687.00	\$62,186
	Deputy Chief	(\$58,725.45)	

Paid Holidays: 12 (11) days.

Health and Dental - Maximum lifetime claim for orthodontics is \$2,000 Welfare: (\$1,000) per family member. Coverage is based on the 1987 (1986) ODA fee schedule.

ADDENDA

April 1988 Settlements

EDUCATION AND RELATED SERVICES

Lambton County Board of Education at Sarnia - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 440 employees, settled at the bargaining stage and ratified in April 1988. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Feb. 1/89</u>
	General Increases	4%	.7%
	Teacher-Category 1 0-11 years	\$23,982-\$40,994 (\$23,060-\$39,417)	\$24,144-\$41,270
	Teacher-Category 4 0-11 years	\$29,116-\$52,208 (\$27,966-\$50,200)	\$29,312-\$52,559
	Vice-Principal 0-2 years	\$57,013-\$61,397 (\$54,820-\$59,036)	\$57,397-\$61,811
	Principal 0-2 years	\$65,157-\$69,858 (\$62,651-\$67,171)	\$65,596-\$70,328

Effective	<u>June 1/89</u>	<u>Sept. 1/89</u>
General Increases	.8%	4.25%
Teacher-Category 1	\$24,328-\$41,585	\$25,362-\$43,352
Teacher-Category 4	\$29,536-\$52,961	\$30,791-\$55,212
Vice-Principal	\$57,835-\$62,283	\$60,293-\$64,930
Principal	\$66,097-\$70,865	\$68,906-\$73,877

COLA: 1% per 1% increase in the CPI - 1980 = 100 from the May 1989 index to the May 1990 index, triggered at 4.25% and capped at 6%. Payable in June 1990 and folded into salaries and allowances. (Previously inoperative.)

Related Experience and Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: OHIP, Extended Health Care, Semi-Private Hospitalization, Vision and Dental - Effective September 1, 1989, employer pays 90% (85%) of premium costs.

Life Insurance for Dependents - Benefit is \$10,000 (\$5,000) for spouse and \$5,000 (\$2,500) for child. Effective September 1, 1989, \$15,000 for spouse and \$7,500 for child.

Major Medical - Coverage includes cost of hearing aids with \$25 deductible (new).

Vision - Maximum claim is \$115 (\$85) per person every 2 years. Effective September 1, 1989, \$125.

Dental - Coverage is based on the 1986 (1985) ODA fee schedule. Effective April 1, 1989 and 1990, the 1987 and 1988 ODA fee schedules respectively. Effective September 1, 1989, employer pays 50% of premium costs for orthodontics, major restorative and dentures, with 50%-50% co-insurance (new). Maximum claim is \$1,500 per family member per year for major restorative and dentures, and \$1,500 lifetime for orthodontics.

Continuation of Benefits (new) - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity leave and up to three months for the survivor of an employee.

Continuing Education Teachers (new) - Employer pays full premium costs for teachers assigned 30 hours per week and on a pro-rated basis for teachers assigned 15 hours or more per week.

Peel Board of Education at Mississauga - Ontario Secondary School Teachers' Federation (Ind.) (occasional teachers): A 26-month first agreement effective from April 25, 1988 to June 30, 1990, covering 283 employees, settled at the bargaining stage and ratified in April 1988. Duration of negotiations - 1½ months.

Wages:	Effective	Apr.25/88	July 1/89
Increases		\$28.65 per day for Qualified Casual Occasional Teacher; \$15.68-\$19.59 for Unqualified Teacher	\$3.53 per day for Unqualified Teacher; \$5.89 for Qualified Teacher
Additional Adjustment		Single rate established for Casual Occasional Teacher With or Without a Degree	
Daily Rates*			
<u>Casual Occasional Teacher</u>			
Unqualified		\$70.62 (\$41.97)	\$74.15
Qualified (Previously: With a Degree Without a degree)		\$117.70 (\$102.10) (\$ 88.11)	\$123.59

* Daily rates include holiday and vacation pay.

Long-Term Occasional Teacher - Employed for a period of 15 or more consecutive teaching days as a replacement for a teacher with a permanent, probationary or temporary contract, receives a daily rate in accordance with the current salary grid for full-time teachers under the full-time secondary teachers agreement.

The following provisions apply to Long Term occasional teachers only.

Sick Leave:	2 days' paid leave per month, cumulative from assignment to assignment in addition to any existing credits earned as a teacher under the Board's full-time elementary or secondary teachers agreements, to a maximum of 300 days.
Bereavement Leave:	Up to 3 days' paid leave upon death of spouse, parent, mother/father-in-law, child, step-child, brother or sister. Up to 2 days' paid leave upon death of son/daughter/bother/sister-in-law or grandparent. 1 day's paid leave upon death of any other relative or close personal friend.
Jury/Witness Leave:	Employer pays the difference between regular salary and fees received.
Health and Welfare:	<u>OHIP, Major Medical and Dental</u> - Employer pays 100% of premium costs.

May 1988 Settlement

EDUCATION AND RELATED SERVICES

Lambton County Roman Catholic Separate School Board at Sarnia - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers)*: A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 300 employees, settled at the bargaining stage and ratified in May 1988. Duration of negotiations - 2 months.

* Previously bargained with secondary school teachers.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
	General Increases	5.6%	5.4%
	Teacher-Category D 0-5 years	\$18,460-\$26,291 (\$17,481-\$24,897)	\$19,457-\$27,711
	Teacher-Category A1 0-11 years	\$23,105-\$41,011 (\$21,880-\$38,836)	\$24,353-\$43,225
	Teacher-Category A4 0-11 years	\$29,009-\$52,386 (\$27,471-\$49,608)	\$30,576-\$55,215

June 1988 Settlements

METAL FABRICATING

Butler Metal Products and Butler Polymet, previously Guthrie Canadian Investments Limited, Butler Metal Products and Butler Polymet Divisions at Cambridge - Local 1986*, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from October 1, 1988 to September 30, 1991, covering 650 employees, settled at the bargaining stage and ratified in June 1988. Duration of negotiations - 2½ weeks.

* Previously Local 1780.

Wages:	Effective	<u>Oct. 1/88</u>	<u>Oct. 1/89</u>	<u>Oct. 1/90</u>
	General Increases	3%	25¢	25¢
	COLA Fold-in	\$1.45		

Skilled Trades Adjustment	70¢		
Equity Adjustments	10¢-19¢ for certain classification	10¢ for certain classification	5¢-10¢ for certain classification
Assembler	\$14.97 (\$13.03)	\$15.32	\$15.62
Layout Inspector	\$19.03 (\$16.39)	\$19.33	\$19.58

Lump Sum Payment: Effective June 26, 1988, \$600 per employee.

COLA: 1¢ per 0.1 point change in the CPI - 1981=100. (Basic formula is unchanged.) 10¢ reduction in each of the first 2 quarterly adjustments, 2¢ in the next adjustments and 1¢ in each of the last 9 adjustments for a total reduction of 31¢. (Previously, a total reduction of 14¢.)

Shift Premium: 0-85¢-\$1.06 (0-75¢-85¢). Effective October 1, 1989, 0-91¢-\$1.16. Effective October 1, 1990, 0-93¢-\$1.19.

Bereavement Leave: 3 (1) days' paid leave upon death of brother/sister-in-law.

Health and Welfare: Life Insurance - Benefit is \$32,000 (\$28,000). Effective October 1, 1989 and 1990, \$34,500 and \$35,000 respectively.

AD & D - Benefit is \$18,000 (\$16,500) plus 2 times rate for death due to employment.

Weekly Indemnity - Benefit is \$340 (\$316) or UIC maximum, whichever is greater. Effective October 1, 1989 and 1990, \$360 and \$380 respectively.

LTD - Maximum benefit is \$925 (\$825) per month, less offsets for CPP and company pension plan. Effective October 1, 1989 and 1990, \$1,025 and \$1,125 respectively. Current recipients receive \$900 (\$825).

Major Medical - Coverage is extended to include a wide range of new services including private duty nurse for 2 hours per day, insulin injection device, in-hospital nursing coverage, prosthetic devices and durable medical supplies coverage (new).

Vision - Maximum claim is \$140 (\$120) every 2 years. Effective October 1, 1989 and 1990, \$150 and \$160 respectively.

Hearing (new) - Maximum claim is \$750 every 3 years including binaural.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum claim for orthodontics is \$1,250 (\$1,000) per lifetime. Employer pays 100% of premium costs for porcelain veneers (new). Plan also includes TMJ appliances (new).

Transition Survivor Income Benefit - Benefit is \$380 (\$300) per month for surviving spouse without dependent and \$420 (\$350) per month for surviving spouse with dependent, payable for a maximum of 2 years. Effective October 1, 1989 and 1990, \$410 and \$450 for surviving spouse without dependent and \$445 and \$475 for surviving spouse with dependent respectively.

Bridging Survivor Income Benefit (new) - Same as Transition Survivor Income Benefit, above, payable to survivor of employee aged 45 with 10 years of service.

Pension Plan:

Plan has been renegotiated for the period of October 1, 1989 to September 30, 1994.

<u>Effective</u>	<u>Per Month Per Year of Service</u>		<u>Monthly</u>
	<u>Basic</u>	<u>Bridging</u>	<u>Special</u>
	<u>Benefit</u>	<u>Supplement</u>	<u>Temporary</u>
			<u>Allowance (new)**</u>
October 1, 1988	\$23.00 (\$17)	\$11.00 (\$10.25)	\$1,120
October 1, 1989	\$24.50	\$11.75	\$1,200
October 1, 1990	\$26.00	\$12.50	\$1,300
October 1, 1991	\$27.50	\$13.25	\$1,400
October 1, 1992	\$29.00	\$14.00	\$1,500
October 1, 1993	\$31.00	\$15.00	\$1,600

** Applies to retirees with 30 years of service at or after age 65.

Pension Indexing (new) - Basic benefit and special temporary allowance are increased by 90% of the percentage increase in the CPI.

Current Retirees - \$17 per month per year of service. Benefit is increased by \$1 in each year to \$22 in 1993.

RRSP:

Employer Contribution - 19¢ (15¢) per hour worked to a Registered Retirement Savings Plan for active employees. Effective October 1, 1989 and 1990, 21¢ and 23¢ respectively.

Safety Shoe Allowance:

\$60 (\$50) per contract year.

Safety Glasses:

Maximum \$35 (\$30) every year for frames only.

Tool Allowance:

Maximum \$150 (\$100) per year for skilled trades.

Prepaid Legal Services Plan (new):

Employer Contribution - 5¢ per straight time hour worked.

CONSTRUCTION

Ontario Masonry Contractors Association and Independent Masonry Contractors at OLRB Area 15, Residential Agreement - Local 7, Bricklayers International (AFL-CIO/CFL)(bricklayers, stonemasons and plasterers): Several 24-month renewal agreements effective from May 1, 1988 to April 30, 1990, covering 500 employees, settled at the bargaining stage and ratified in June 1988. Duration of negotiations - 4 months.

Package:	Effective	<u>May 4/88</u>	<u>May 1/89</u>
	Increases	\$1.50 for over 3 storeys; 32¢ for up to 3 storeys	\$1.50

Journeyman

Up to 3 (2) storeys	\$22.30 (\$21.98)	\$23.80
Over 3 (2) storeys	\$24.48 (\$22.98)	\$25.98

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Welfare Fund: 64¢ per hour worked. (Previously 60¢ for employees on projects over 2 storeys and 10¢ for employees on projects up to 2 storeys).

Pension Fund: 75¢ per hour worked. (Previously 50¢ for employees on projects over 2 storeys; new for employees on projects up to 2 storeys.) Effective May 1, 1989, \$1.

Mileage Allowance: 29¢ (27¢) per kilometre when required to use own vehicle outside the free travel zone. Effective May 1, 1989, 30¢.

Board Allowance: \$46 (\$43) per day. Effective May 1, 1989, \$48.

EDUCATION AND RELATED SERVICES

Grey County Board of Education at Markdale - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 475 employees, settled at the bargaining stage and ratified in June 1988. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>
	Increases	3.38%-5.1%	1.01%-1.59%
	Additional Adjustments	Restructuring of salary grid*	
	Teacher-Category A1 0-10 years	\$24,228-\$41,908 (\$23,077-\$40,387)	\$24,615-\$42,415
	Teacher-Category A4 0-12 years	\$27,878-\$52,550 (\$26,923-\$50,000)	\$28,160-\$53,300

* Teacher-Categories B, C and D replaced by Teacher-Pre-Degree.

Responsibility Allowances: Increased by 4.97%.

Paid Maternity Leave (new): 2 weeks at the equivalent of UIC benefit.

Health and Welfare: Life Insurance, OHIP and Major Medical - Employer pays 80% (75%) of premium costs.

Halton Board of Education at Burlington - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 1,194 employees, settled at the bargaining stage and ratified in June 1988. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Feb 1/89</u>
General Increases		4.5%	.4% non-compounded
Teacher-Category 1 0-9 years		\$24,769-\$42,068 (\$23,702-\$40,256)	\$24,863-\$42,229
Teacher-Category 4 0-12 years		\$30,412-\$53,453 (\$29,102-\$51,151)	\$30,528-\$53,657
Vice-Principal 0-2 years		\$60,481-\$63,313 (\$57,879-\$60,587)	\$60,715-\$63,556
Co-ordinator 0-3 years		\$59,732-\$64,417 (\$57,160-\$61,643)	\$59,961-\$64,664
Principal 0-2 years		\$65,950-\$71,336 (\$63,110-\$68,264)	\$66,202-\$71,609
	Effective	<u>Sept. 1/89</u>	<u>Feb 1/90</u>
General Increases		4.5%	.4% non-compounded
Teacher-Category 1		\$25,982-\$44,129	\$26,081-\$44,298
Teacher-Category 4		\$31,902-\$56,072	\$32,024-\$56,286
Vice-Principal		\$63,447-\$66,416	\$63,690-\$66,670
Co-ordinator		\$62,659-\$67,574	\$62,899-\$67,833
Principal		\$69,181-\$74,831	\$69,446-\$75,118

Responsibility Allowances:	Effective	<u>Sept.1/88</u>	<u>Feb. 1/89</u>	<u>Sept. 1/89</u>	<u>Feb. 1/90</u>
Consultant and Head		\$4,572 (\$4,375)	\$4,589	\$4,796	\$4,814
Associate Head		\$3,522 (\$3,370)	\$3,535	\$3,694	\$3,708

Related Experience Allowance: \$704 (\$674) per year to a maximum of 5 years of related experience. Effective February 1, 1989, \$707.

Graduate Degree Allowance: Effective September 1, 1989, \$941 (\$900). Effective February 1, 1990, \$944.

Health and Welfare: Dental - Coverage is based on the 1988 (1987) and 1989 ODA fee schedules in each contract year respectively.

Professional \$161,238 (\$154,000) per school year. Effective September 1, 1989,
Development Fund: \$168,816.

Halton Board of Education at Burlington - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 1,367 employees, settled at the bargaining stage and ratified in June 1988. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/88	Sept. 1/89
	General Increases	4.8%	4.8%
	Teacher-Category A1 0-5 years	\$18,336-\$26,414 (\$17,496-\$25,204)	\$19,216-\$27,682
	Teacher-Category A1 0-9 years	\$25,610-\$41,962 (\$24,437-\$40,040)	\$26,839-\$43,976
	Teacher-Category A4 0-12 years	\$31,191-\$53,341 (\$29,762-\$50,898)	\$32,688-\$55,901
	Vice-Principal 0-3 years	\$54,586-\$57,560 (\$51,058-\$54,380)	\$57,206-\$60,927
	Principal 0-4 years	\$59,139-\$66,126 (\$54,503-\$62,472)	\$61,978-\$69,993
	Co-ordinator 0-3 years	\$59,658-\$64,602 (\$56,926-\$61,643)	\$62,522-\$67,703
Responsibility Allowances:	Consultant	\$4,585 (\$4,375)	\$4,805

Health and Welfare: Dental - Coverage is based on the 1988 (1987) ODA fee schedule.

Professional \$159,150 (\$152,000) per school year. Effective September 1, 1989,
Development Fund: \$166,650.

Halton Board of Education at Burlington - Employees Association (Ind.) (full-time and academic year clerical and technical employees): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 267 employees, settled at the bargaining stage and ratified in June 1988. Duration of negotiations - 3 months.

Wages:	Effective	July 1/88	July 1/89
	General Increases	4.8%	4.8%
	Category 14 (II) (includes Clerk Typist-Schools)	\$8.90-\$10.31 (\$8.43-\$9.79)	\$9.33-\$10.80
	Category 1 (VII) (includes Repair Technician)	\$13.77-\$15.94 (\$13.25-\$16.51)	\$14.43-\$16.71

Previous rates reflect a 5% increase on July 1, 1987.

Maximum rates are reached after 3 years. (Previously, after 3 years for Clerk Typist - Schools and 4 years for Repair Technician.)

Health and Welfare:

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Nipissing Board of Education at North Bay - Ontario Secondary School Teachers' Federation (Ind.)*: A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 236 employees, settled at the bargaining stage and ratified in June 1988. Duration of negotiations - 4 months.

* Previously bargained with Association des Enseignants Franco-Ontariens (Ind.)

Wages:	Effective	Sept. 1/88	July 1/89
General Increases		5.2%	*
Teacher A1-1 0-11 years		\$25,714-\$42,100 (\$24,443-\$40,019)	
Teacher A4-4		\$30,621-\$53,400 (\$29,107-\$50,760)	
Vice-Principal 0-4 years		\$60,665-\$64,496 (\$57,666-\$61,308)	
Principal 0-4 years		\$68,489-\$72,320 (\$65,103-\$68,745)	

* Increase to equal the percentage increase in the CPI from July 1988 to July 1989, plus $\frac{1}{2}\%$, to a maximum payment of 6%.

Night and Summer School Salaries: Effective July 1, 1989, increase to equal the percentage increase in the CPI from July 1988 to July 1989.

Responsibility Allowances: Increased in accordance with the general salary increases.

Oxford County Board of Education at Woodstock - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 360 employees, settled at the bargaining stage and ratified in June 1988. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/88	Feb. 1/89
General Increases		4.7%	.6%
Teacher-Group 1 0-11 years		\$24,811-\$40,673 (\$23,697-\$38,847)	\$24,960-\$40,917
Teacher-Group 4 0-11 years		\$29,397-\$52,685 (\$28,077-\$50,320)	\$29,573-\$53,001
Vice-Principal 0-3 years		\$59,737-\$63,194 (\$57,055-\$60,357)	\$60,095-\$63,573

Principal	\$65,308-\$71,069	\$65,700-\$71,495
0-3 years	(\$62,376-\$67,879)	

Responsibility Allowances: Increased by 3.5%.

Health and Welfare: Vision - Effective February 1, 1989, maximum claim is \$125 (\$100) every 2 years.

Dental - Effective February 1, 1989, major restorative services are added with 50%-50% co-insurance.

Peterborough County Board of Education at Peterborough - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 36-month renewal agreement effective from September 1, 1988 to August 31, 1991, covering 575 employees, settled at the bargaining stage and ratified in June 1988. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/88	Sept. 1/89	Sept. 1/90
	General	4.35%	4.1%	Wage
	Increases			re-opener
	Teacher	\$19,949-\$26,632	\$20,767-\$27,443	
	Category 1	(\$19,117-\$25,263)		
	0-6 years			
	Teacher	\$24,968-\$42,836	\$25,992-\$44,592	
	Category 4	(\$23,927-\$41,050)		
	0-12 years			
	Teacher	\$28,994-\$53,624	\$30,183-\$55,823	
	Category 7	(\$27,785-\$51,389)		
	0-12 years			

Previous rates reflect a 6.35% increase on September 1, 1987.

Responsibility Allowances: Increased in accordance with the general salary increases.

COLA (new): 1% per 1% increase in the CPI-1971=100, using the May 1988 index as the base. Triggered at 5% and capped at 6%.

Health and Welfare: Dental - Maximum orthodontic benefit is \$1,000 (\$500). Effective September 1, 1989, \$1,500.

CH 20N
L
- C63

ISSN 0829-7800



ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
AUGUST 1988

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER



GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1988 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

Contents

	Page
Highlights	i
Index to Settlements Reported	294
August 1988 Settlements	
Mines.	296
Food and Beverage.	297
Tobacco Products	298
Textile.	299
Clothing	300
Paper and Allied	300
Primary Metal.	301
Metal Fabricating.	302
Transportation Equipment	303
Transportation	305
Communication.	306
Retail Trade	307
Education and Related Services	308
Health and Welfare Services.	309
Federal Administration	310
Local Administration	312

Highlights

Mining

Falconbridge Limited at Sudbury and 1,760 mine and surface employees renewed their agreement that expired on August 21. The settlement was reached during a work stoppage and the settlement terms included a \$3,000 lump sum settlement payment for each employee.

The new three-year agreement provides a general wage increase of 50¢ in the first year and a COLA fold-in of \$1.62. In addition, in each year of the agreement the job class increment will increase by 1¢. The COLA formula will continue, as in the previous agreement, to provide 1¢ for each 0.35 increase in the 1961 CPI throughout the term of the contract. The COLA provision includes guaranteed payments in the form of COLA advances of 15¢ each to be added to the float at the beginning of the second and third years.

Two major features of the settlement are the introduction of a nickel price bonus and the introduction of a new pension plan. The nickel price bonus provision is similar to the provision in the Inco Ltd. agreements, and provides employees with quarterly payments based on the average realized price per pound of nickel in U.S. dollars. The new pension plan is also similar to the new plan introduced in the current Inco Ltd. agreements. Basic and bridging benefits for normal and early retirees respectively replaced the basic and alternate benefits under the previous plan. Employees will be eligible to retire at any age once they have attained 30 years of service. Beginning in September 1989, a pension indexing provision will come into effect to provide adjustments for inflation in certain benefits.

Index to Settlements Reported, August 1988

Employer and Location	Union	Page
Bell Canada, Ontario and Quebec	Cdn. Telephone Employees (Ind.) (communications sales empls.)	307
Benn Iron Foundry Ltd., Wallaceburg	Cdn. Auto Workers (CLC)	301
Canada Safeway Ltd., Dryden, Fort Frances and Kenora	Food and Commercial Workers (AFL- CIO/CLC)	307
Canadian National Railway Company, system-wide	Machinists, Plumbers and Sheet Metal Workers (AFL-CIO/CLC and CFL) (shopcraft empls.)	305
CFTO-TV Limited, Toronto	Broadcast Employees (NABET)(CLC)(technical, production, news and office div.)	306
Falconbridge Ltd., Sudbury	Cdn. Mine, Mill and Smelter Workers (CCU) (mine and surface empls.)	296
Frontenac County Board of Education, Kingston	Ont. Secondary School Teachers' Fed. (Ind.)	308
Imasco Limited, Imperial Tobacco Div., Guelph	Bakery and Tobacco Workers (AFL- CIO/CLC) (production and office empls.)	298
Kellogg Salada Canada Inc., London	Grain Millers (AFL-CIO/CLC)	297
Kimberly-Clark of Canada Ltd., Pulp and Forest Products Operations, Terrace Bay	Electrical Workers (IBEW)(AFL- CIO/CFL) and United Paperworkers (AFL-CIO/CLC)	300
Kitchener City Corp.	CUPE (CLC) (office, clerical and technical empls.)	312
Kitchener City Corp.	CUPE (CLC) (outside empls.)	313
London City Board of Education	CUPE (CLC) (full time and part-time plant operations empls.)	309
Patons & Baldwins Canada Inc., Toronto	Clothing and Textile Workers, (AFL- CIO/CLC)	299
Riverdale Hospital, Toronto	CUPE (CLC) (registered nurses and paramedics)	305
Riviera Slacks Inc. Toronto	Ladies Garment Workers (AFL-CIO/CLC)	300
Royal Canadian Mint, Ottawa, Ont., Hull, Que. and Winnipeg, Man.	Public Service Alliance (CLC)	302

Index to Settlements Reported, August 1988

Employer and Location	Union	Page
Trailmobile Group of Companies Ltd., Brantford	Cdn. Auto Workers (CLC)	303
Treasury Board of Canada	Aircraft Operations Assn. (Ind.) (aircraft operations group)	312
Treasury Board of Canada	Cdn. Professional and Technical Empls. (Ind.) (translation group)	311
Treasury Board of Canada	Public Service Alliance (CLC) (auditing group)	311
Treasury Board of Canada	Professional Institute (Ind.) (commerce group)	310
Wajax Ltd., Pitman Manufacturing Co. Inc. subsidiary, Markham	Cdn. Auto Workers (CLC)	304

MINES

Falconbridge Limited at Sudbury - Local 598, Canadian Mine, Mill and Smelter Workers (CCU) (mine and surface employees): A 36-month renewal agreement effective from August 21, 1988 to August 21, 1991, covering 1,760 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2½ months.

Wages:	Effective	Aug. 21/88	Aug. 21/89	Aug. 21/90
General Increase		50¢		
COLA Fold-in		\$1.62*		
Job Class Increments		20¢ (19¢)	21¢	22¢
Job Class 2 (includes Labourer)		\$14.60 (\$12.47)	\$14.61	\$14.62
Job Class 19 (includes Electrician)		\$18.00 (\$15.70)	\$18.18	\$18.36

*Actually folded in effective August 31, 1988.

Lump Sum Settlement Payment: \$3,000 per employee.

COLA: 1¢ per 0.35 point change in the CPI - 1961=100, using the July 1988 index as the base. Adjusted quarterly and folded in annually. Effective August 21, 1989 and 1990, COLA advances of 15¢ each to be added to the float, offset by 8¢ in October 1989, 7¢ in January 1990, 8¢ in October 1990 and 7¢ in January 1991. (Basic formula is unchanged.)

Nickel Price 10¢ plus 1¢ for each cent the average realized price per pound of Bonus (new): nickel (ARPN) exceeds \$2.25 (US) times the number of hours worked in the quarter.

Shift Premium: 0-40¢-60¢ (0-30¢-35¢).

Sunday Premium: \$1.40 (\$1.35).

Paid Vacation: 7 weeks after 35 years of service (new).

Vacation Bonus: \$140 (\$100) per week of vacation entitlement.

Health and Welfare: Life Insurance - Effective August 31, 1988, benefit is \$25,000 (\$15,000) for employee with dependents and \$12,500 (\$7,500) for employee without dependents.

AD & D - Effective September 1, 1988, benefit is \$25,000 (\$15,000) for employee with dependents and \$12,500 (\$7,500) for employee without dependents.

Weekly Indemnity - Effective January 1, 1989, 1990 and 1991, benefit is \$360 (\$310), \$380 and \$400 respectively.

LTD - Effective September 1, 1988, benefit is \$750 (\$500) per month.

Vision - Effective September 1, 1988, maximum claim is \$150 (\$90) every 2 years per family member.

Dental - Effective September 1, 1988, coverage is based on the 1988 (1985) ODA fee schedule.

Continuation of Benefits (new) - Benfit coverage for OHIP, Drug, Vision and Dental continues for retirees.

Pension Plan: Effective January 1, 1989, new plan introduced to replace current basic and alternate benefits.

Basic Benefit - For retirements effective January 1, 1989, \$28 (\$20) per month per year of service. Effective January 1, 1990, \$29. Effective January 1, 1991, \$30.

Bridging Benefit - \$22 per month per year of service for employee retiring under age 60 and \$18 per month per year of service for employee retiring at age 60 or over.

30-and-out (new) - Employee with 30 or more years of service may retire on full pension, regardless of age.

Pension Indexing (new) - Effective September 1, 1989, retirees and surviving spouses receive annual adjustment in basic and certain other benefits, based on 75% of the annual increase in the CPI to a maximum payment of 5%, and provided to the extent of the funds generated by the excess earnings on the retirees portion of the pension plan.

Special Payment for Surviving Spouse (new) - Maximum \$150 per month for eligible surviving spouse.

FOOD AND BEVERAGE

Kellogg Salada Canada Inc. at London - Local 154, Grain Millers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 17, 1988 to April 16, 1991, covering 645 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Apr. 17/88	Apr. 16/89	Apr. 15/90
General Increases		4.5%	5%	5% *
Helper		\$14.86 (\$14.22)	\$15.60	\$16.38
Trades AA (includes Millwright)		\$18.14 (\$17.36)	\$19.05	\$20.00

* If the increase in the CPI for the year ending December 1989 exceeds 5%, the third year rates will be adjusted by 1% in excess of the December 1989 CPI rate.

Shift Premium: Effective January 1, 1989, 0-30¢-\$1 (0-30¢-50¢).

Bereavement Leave: 5 (3) days' paid leave upon death of child.

Health and Welfare:	<u>Life Insurance</u>	<u>Apr. 17/88</u>	<u>Apr. 16/89</u>	<u>Apr. 15/90</u>
	From date of enrollment to end of subsequent full calendar year	\$13,000 (\$11,000)	\$14,000	\$15,000
	During second full calendar year	\$14,000 (\$12,000)	\$15,000	\$16,000
	During third full calendar year	\$15,000 (\$13,000)	\$16,000	\$17,000
	Thereafter **	\$21,000-\$25,000 (\$19,000-\$23,000)	\$22,000-\$26,000	\$23,000-\$27,000

** Varies by job rate level.

Weekly Indemnity - Benefits are increased by 4%.

Dental - Coverage continues to be updated annually to the previous year's ODA fee schedule.

Pension Plan: Basic Benefit - \$22 (\$20) per month per year of service on or after January 1, 1980 for Groups 1, 2 and 3, and \$24 (\$22) for Groups 4 and 5. Effective April 16, 1989, \$24 and \$26 respectively. Effective April 15, 1990, \$26 and \$28 respectively.

Bridging Benefit - \$11 (\$10) per month per year of service to a maximum of \$330 (\$300) per month. Effective April 16, 1989, \$12 to a maximum of \$360 per month.

Savings and Investment Plan: Employer Contribution - 80¢ (70¢) for every \$1 employee contributes.

Safety Shoe Allowance: \$40 (\$35), with an option to carry over to a maximum of \$75 (\$70).

TOBACCO PRODUCTS

Imasco Limited, Imperial Tobacco Division at Guelph - Locals 323T and 338T, Bakery and Tobacco Workers (AFL-CIO/CLC) (production and office employees):
Two 24-month renewal agreements effective from April 15, 1988 to April 14, 1990, covering 710 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	<u>Effective</u>	<u>Apr. 15/88</u>	<u>Apr. 15/89</u>
	General Increases	6%	6%
	Group 2 (General Help)	\$16.580 (\$15.640)	\$17.575
	Trades Group 7 (Electro-Mechanical Technician)	\$26.460 (\$24.960)	\$28.050

Shift Premium: 0-50¢-70¢ (0-45¢-65¢).

Health and Welfare: Life Insurance for Retirees - Effective September 1, 1988, benefit is equal to active employee's benefit reduced by 10% (12%) per year for 5 years commencing from age 66.

Major Medical - Effective September 1, 1988, \$350 (\$300) maximum claim per family member per year for chiropractic services, \$25 (\$20) per visit, and \$25 for x-rays (new), with OHIP offset.

Dental - Effective January 1, 1989, coverage is based on the 1988 (1986) ODA fee schedule.

Pension: Pension Indexing - Pension for current and future retirees and surviving spouses is increased by 50% of the increase in the previous year's CPI, to a maximum benefit increase of 5%. Applies to early and normal retirees.

Early Retirement - Effective January 1, 1989, benefit is 2% of average of best 5 years of final 10 years earnings times years of service, for employee retiring at age 57, 58 or 59. (Previously, 1.7%, 1.8% and 1.9% respectively.) Effective in 1992, employee may retire early if age plus years of service equal 80 (92).

TEXTILE

Patons & Baldwins Canada Inc. at Toronto - Local 836, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 438 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	May 1/88	May 1/89
General Increases		4.5%	5%
Additional Adjustments	10¢-25¢ for certain classifications		
Labourer	\$8.42-\$8.56 (\$8.06-\$8.195)		\$8.80-\$8.99
Mechanic #2	\$11.82-\$11.96 (\$11.07-\$11.21)		\$12.41-\$12.56

Maximum rate for Labourer is reached after 1 year, and for Mechanic #2 after 6 months.

Shift Premium: 0-25¢-35¢ (0-15¢-25¢).

Call In Pay: Minimum 4 (3) hours at regular overtime rate.

Paid Vacation: 3 weeks after 5 (6) years of service and 5 weeks after 22 (23) years. Effective May 1, 1989, 5 weeks after 21 years.

Bereavement Leave: Up to 3 days' paid leave upon death of grandchild (new).

Health and
Welfare:

Weekly Indemnity - Benefit is \$43 (\$30) per day.

Drugs - 90%-10% (80%-20%) co-insurance and \$25 (\$50) annual deductible for single coverage.

Vision (new) - Employer pays 100% of premium costs. Maximum claim is \$100 every 2 years per employee.

Dental - 90%-10% (80%-20%) co-insurance and \$25 (\$50) annual deductible for single coverage. Coverage continues to be based on the previous year's ODA fee schedule.

Continuation of Benefits - Employer continues to pay premium costs for health and welfare benefits during the first 17 weeks of maternity leave (new).

Meal Allowance
(new):

\$5 after 3 hours of overtime if not notified prior to commencement of shift.

Safety Shoe
Allowance:

80% (70%) reimbursement to a maximum of \$50 (\$40) per year.

CLOTHING

Riviera Slacks Inc. at Toronto - Locals 14, 83 and 92, Ladies Garment Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1988 to April 30, 1991, covering 225 employees, settled with mediation assistance. Duration of negotiations - 1 month.

Wages:	Effective	May 2/88	May 1/89	May 1/90
General Increases		5%	6%	6%
Time Worker (Minimum Guarantee)		\$5.46 (\$5.20)	\$5.79	\$6.13

Incentive Earners - Receive comparable increases.

Paid Vacation:

2 weeks at 6% after 3 years of service (unchanged), an optional third week after 5 years (new), and 4 weeks at 8% after 15 years (previously 3 weeks at 8% after 20 years).

Pension Plan:

Employer Contribution - 2% (1.5%) of wages earned to the union pension plan.

Union Education
Fund:

Employer Contribution - 1¢ per hour worked.

PAPER AND ALLIED

Kimberly-Clark of Canada Limited, Pulp and Forest Products Operations at Terrace Bay - Local 1861, Electrical Workers (IBEW) (AFL-CIO/CFL) and Local 665, United Paperworkers (AFL-CIO/CLC): Two 24-month renewal agreements effective from May 1, 1988 to April 30, 1990, covering 600 mill employees and 25 electricians, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	May 2/88	Aug. 1/88	May 1/89
General Increases		45¢	25¢	4.5%

Labourer	\$14.46 (\$14.01)	\$14.71	\$15.37
Tradesman (5 Day Schedule)	\$18.80 (\$18.35)	\$19.05	\$19.91
Tradesman (7 Day Schedule)	\$19.27 (\$18.82)	\$19.52	\$20.40

Shift Premium: 0-35¢-55¢ (0-35¢-50¢). Effective May 1, 1989, 0-40¢-55¢.

Paid Vacation: 7 weeks after 30 years of service (new).

Bereavement Leave: 3 days' paid leave upon death of grandparent (new).

Health and Welfare: Life Insurance - Employee pays 30¢ (33¢) per \$1,000 insurance per month; employer pays balance of total premium cost.

LTD - Maximum benefit is \$2,000 (\$1,800) per month.

Dental - Orthodontic coverage with 50%-50% co-insurance and a maximum lifetime claim of \$1,000 per person (new). Coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan: Early Retirement - Employee aged 58 (60) with 30 years of service may retire with accrued entitlement.

Bridging Benefit - \$300 (\$20) per month to age 65.

Meal Allowance: \$6 (\$5).

Safety Shoe Allowance: Effective January 1, 1989, \$50 (\$40) per pair per year.

Prescription Safety Glasses: Maximum \$70 every 2 years. (Previously \$30 per year.)

PRIMARY METAL

Benn Iron Foundry Limited at Wallaceburg - Local 251, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from September 1, 1988 to August 31, 1991, covering 365 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Oct. 3/89</u>	<u>Oct. 4/90</u>
COLA Fold-in		\$1.25		
General Increases			10¢	10¢
Additional Adjustments			5¢-20¢ for certain classifications	30¢ for maintenance employees
Labour Light	\$12.36 (\$11.11)		\$12.46	\$12.56
Maintenance Level 3	\$13.24 (\$11.99)		\$13.34	\$13.74

COLA:	1¢ per 0.4 point change in the CPI - 1971=100, using the May 1988 index as the base. Adjusted quarterly. (Basic formula is unchanged).
Shift Premium:	Effective September 1, 1989, 0-26¢-30¢ (0-24¢-26¢).
Paid Vacation:	5 weeks after 25 years of service (new).
Bereavement Leave:	3 (1) days' paid leave upon death of grandparent or grandchild.
Health and Welfare:	<u>Life Insurance</u> - Effective September 1, 1989, benefit is \$15,000 (\$13,000). <u>AD & D</u> - Benefit is \$13,000 (\$9,000). Effective September 1, 1989, \$15,000. <u>LTD (new)</u> - Effective September 1, 1990, employer pays 100% of premium costs. Benefit is \$200 per month after 10 years of service, \$400 per month after 15 years, and \$500 per month after 20 years. <u>Vision</u> - Effective September 1, 1989, maximum claim is \$90 (\$80) per person every 2 years. Effective September 1, 1990, \$100. <u>Dental</u> - Coverage is based on the current year's (1984) ODA fee schedule.
Pension Plan:	<u>Basic Benefit</u> - \$11 (\$10) per month per year of service. Effective September 1, 1989 and 1990, \$12 and \$13 respectively.
Safety Prescription Glasses:	\$35 (\$30) replacement cost of prescription hardex lens.
Safety Shoe Allowance:	\$30 every 6 months (per year) for employees of metal melt department and \$30 (unchanged) per year after probationary period (after 12 months of service) for all other employees. Effective September 1, 1989 and 1990, \$35 and \$40 respectively.
Tool Allowance:	\$100 (\$95) per year for maintenance employees. Effective September 1, 1989 and 1990, \$110 and \$120 respectively.

METAL FABRICATING

Royal Canadian Mint at Ottawa, Ontario, Hull, Quebec and Winnipeg, Manitoba - Public Service Alliance (CLC): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 550 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	General Increases	4%	4%
	Additional Adjustments	average 1.1% increase resulting from job evaluation study; minor restructuring of wage schedule	

Annual Rates

Order Process Clerk	\$20,961 (\$17,123-\$18,685)	\$21,799
Senior Technical Analyst (M.I.S.)	\$41,990-\$49,400 (\$40,634-\$44,671)	\$43,670-\$51,376

Maximum rate for Senior Technical Analyst (M.I.S.) is reached after 4 years.

Shift Premium: 0-55¢-65¢ (0-45¢-55¢).

Health and Welfare: Dental - Effective August 29, 1988, coverage is based on the 1988 (1987) ODA fee schedule. Employer pays 100% of premium costs for orthodontic coverage, with 50%-50% co-insurance and a maximum lifetime claim of \$2,000 per person (new).

Education Allowance (new): Employer pays up to 100% of tuition fees for approved courses.

Certificate Allowance (new): Employer pays 100% of professional certificate fee.

TRANSPORTATION EQUIPMENT

Trailmobile Group of Companies Limited, previously Trailmobile International Limited, Trailmobile Canada Division at Brantford - Local 397, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1988 to May 31, 1991, covering 335 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	June 1/88	Aug. 29/88	June 1/89	June 1/90
General Increases		30¢		30¢	30¢
COLA Fold-in		\$1.10			
Skilled Trades Adjustments			60¢	50¢	50¢
Additional Adjustments			*	*	*
Job Group 2 (includes Helper)	\$13.24 (\$11.84)		\$13.24	\$13.54	\$13.84
Job Group 16 (includes Tool & Die Maker)	\$14.78 (\$13.38)		\$15.38	\$16.18	\$16.98

* 15¢ for non-ferrous Welder; 10¢ for Welder.

COLA: 1¢ per 0.143 (0.34) point increase in the CPI - 1981=100 (1971=100), using the April 1988 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-35¢-35¢ (0-25¢-25¢). Effective June 1, 1990, 0-40¢-40¢.

Paid Vacation: 4 weeks at 8% after 14 (15) years of service, 4 weeks at 9% after 20 (22) years and 5 (4) weeks at 11% after 25 years. Effective June 1, 1989, 3 weeks at 8% after 13 years. (Currently, 3 weeks at 6% after 6 years.) Effective June 1, 1990, 3 weeks at 8% after 12 years.

Bereavement Leave: 3 days' paid leave upon death of immediate family member. (Previously, up to 3 days' paid leave.)

Health and Welfare: Life Insurance - Maximum benefit is \$18,000 (\$17,000). Effective June 1, 1989, \$19,000. Effective June 1, 1990, \$20,000.
AD & D - Benefit is \$12,000 (\$10,000).
Vision - Maximum claim is \$80 (\$60) every 2 years.
Dental - Maximum annual claim is \$1,500 (\$1,000) per family member. Effective June 1, 1990, maximum lifetime claim for orthodontics is \$2,000 (\$1,500) per person. Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Basic Benefit - \$16 (\$13) per month per year of service. Effective June 1, 1989, \$17. Effective June 1, 1990, \$18.
Supplemental Benefit - \$8 (\$7) per month per year of service. Effective June 1, 1989, \$8.50. Effective June 1, 1990, \$9.
Early Retirement - Employee may retire at age 60 (62).

Safety Shoe Allowance: \$65 (\$50) per year.

Wajax Limited, Pitman Manufacturing Co. Inc. subsidiary at Markham - Local 303, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from May 15, 1988 to May 14, 1990, covering 250 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4½ months.

Wages:	Effective	May 15/88	May 15/89
Increases		50¢ or 3.56%, whichever is greater	40¢
COLA Fold-in		87¢	
Labourer		\$14.69-\$14.73 (\$13.33-\$13.36)	\$15.09-\$15.13
Maintenance Mechanic Electrician		\$15.77-\$15.92 (\$14.39-\$14.53)	\$16.17-\$16.32

Maximum rates are reached after 90 days worked.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using the June 1988 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-38¢-38¢ (0-35¢-35¢). Effective May 15, 1989, 0-40¢-40¢.

Health and Welfare: Dental - Effective October 1, 1988, maximum claim for orthodontics is \$1,250 (\$1,000) per year.

Pension Plan: Employer Contribution - Effective May 15, 1989, 25¢ (20¢) per hour worked to a maximum 1800 hours per year.

TRANSPORTATION

Canadian National Railway Company, system-wide - Machinists, Plumbers, and Sheet Metal Workers (AFL-CIO/CLC and CFL) (shopcraft employees): Three 24-month renewal agreements effective from January 1, 1987 to December 31, 1988, covering 1,377 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 22 months.

Wages:	Effective	Jan. 1/87	Jan. 1/88	July 1/88
General Increases		3%	3%	.5% non-compounded
Helper		\$12.378 (\$12.017)	\$12.749	\$12.811
Layout Man-Machinists		\$15.205 (\$14.762)	\$15.661	\$15.737

Start Rate - Effective September 1, 1988, 85% of job rate for the first 7 months of service, progressing to job rate with 5% increments every 7 months.

Shift Premium: Effective September 1, 1988, 0-35¢-40¢ (0-30¢-35¢).

Paid Vacation: 3 weeks after 3 (4) calendar years of service. Vacation to be rescheduled if it falls during Jury Duty (new).

Bereavement Leave: 3 days' paid leave upon death of step-brother/sister (new).

Health and Welfare: Life Insurance - Effective September 1, 1988, benefit is \$20,000 (\$15,000).

Life Insurance for Retirees - Benefit is \$4,000 (\$3,500).

Medicare Allowance - Discontinued. (Previously, \$5.50 per month for single coverage and \$11.50 for family coverage.)

Extended Health - Maximum claim for hearing aids is \$200 per person every 5 consecutive years (new).

Dental - Coverage is based on the 1987 (1986) and 1988 ODA fee schedules in each contract year respectively. Effective September 1, 1988, maximum annual claim is \$900 (\$800) per person.

Pension Plan: Early Retirement - Effective September 1, 1988, employee may retire at age 59 (60) with accrued benefit. Effective September 1, 1989, at age 57. Effective September 1, 1990, at age 55.

Mileage Allowance: Effective September 1, 1988, 28¢ (21¢) per kilometre.

Job Security/Relocation Allowances: Incidental Expenses - \$600 (\$550).
Commuting Allowance - \$130 (\$120) per month.
Allowance for Loss on Sale of Home - \$8,500 (\$7,700).
Wheeled Home Relocation - \$4,600 (\$4,400).
Room and Board - \$150 (\$140) for meals and \$60 (\$55) for temporary living accommodation per week.

Passes: Present pass policies for employees and pensioners, in the service of the CNR on or prior to March 13, 1979, will be maintained for the duration of this contract.

COMMUNICATION

CFTO-TV Limited at Toronto - Local 79, Broadcast Employees (NABET)(CLC)(technical, production, news and office divisions): A 36-month renewal agreement effective from January 4, 1988 to December 31, 1990, covering 300 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 4/88	Jan. 2/89	Jan. 1/90
General Increases		6%	5%	5%
<u>Weekly Rates</u>				
<u>Technical Division</u>				
Group 1 (includes Cableman)	\$348.53-\$415.60 (\$328.80-\$373.20)	\$365.96-\$436.38	\$384.26-\$458.20	
Group 912 Senior VTR Editor	\$1,018.45 (\$960.80)	\$1,069.37	\$1,122.84	

Maximum rate for Cableman is reached after 24 (18) months.

Hours of Work: Turnaround Period - Minimum 12 (10) hours between the end of one tour of duty and the start of the next tour of duty. Time and one-half for all hours worked within turnaround period (unchanged); except \$15 (\$10) plus time and one-half if the turnaround period is less than 8 hours.

Paid Vacation: Effective April 30, 1989, 4 weeks after 7 (8) years of service and 5 weeks after 20 years (new).

Bereavement Leave: 1 day's paid leave upon death of grandchild (new).

Meal Allowance: \$8 (\$7) for breakfast, \$12 (\$10) for lunch, \$18 (\$16) for dinner and \$9 (\$8) for subsequent meals for employee on remote assignment. Effective January 3, 1990, \$9, \$13, \$20 for breakfast, lunch and dinner respectively. \$48 (\$42) per day for out-of-town overnight assignment. Effective January 3, 1990, \$50.

Mileage Allowance: 48.6¢ (45¢) per mile, or 30¢ (28¢) per kilometre.

Bell Canada, Ontario and Quebec - Canadian Telephone Employees (Ind.) (communications sales employees): A 24-month renewal agreement effective from August 23, 1988 to August 22, 1990, covering 400 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Aug. 23/88</u>	<u>Aug. 23/89</u>
	General Increases	5%	4.5%
	Additional Adjustments	1 step added to top of grid for Sales Associate and Senior Sales Representative	
	<u>Total Monthly Rates</u>		
	Sales Associate	\$2,107-\$2,675 (\$2,007-\$2,484)	\$2,202-\$2,862
	Sales Representative	\$2,522-\$3,489 (\$2,402-\$3,323)	\$2,635-\$3,646
	Senior Sales Representative	\$2,954-\$3,838 (\$2,813-\$3,583)	\$3,087-\$4,071

Maximum rates are reached on merit after six 6-month increases for Sales Associate and Sales Representative and five 6-month increases for Senior Sales Representative.

COLA: 1% per 1% increase in the CPI - 1981=100 from the March 1989 to the March 1990 index. Triggered at 5.5% (6%) and folded into rates in June 1990. (Basic formula is unchanged. Formula did not trigger.)

Paid Vacation: Effective January 1, 1989, 6 weeks after 25 (30) years of service.

Bereavement Leave (new): 5 days' paid leave upon death of spouse, common-law spouse or child. 3 days' paid leave upon death of parent, brother, sister, parent-in-law, parent of common-law spouse or other relative residing in same permanent residence of employee. 1 day's paid leave upon death of grandparent.

RETAIL TRADE

Canada Safeway Limited at Dryden, Fort Frances and Kenora - Local 175, Food and Commercial Workers (AFL-CIO/CLC): Two 24-month renewal agreements for Dryden and Kenora effective from June 5, 1988 to June 2, 1990 and one 26-month renewal agreement for Fort Frances effective from June 5, 1988 to July 28, 1990, covering 237 employees, settled with mediation assistance during a work stoppage for Dryden and Kenora and at the post mediation bargaining stage for Fort Frances. Duration of negotiations - 4 months.

Wages:	Effective	Aug. 14/88	June 5/89*
	General Increases	40¢	40¢
	Meat Cutter	\$8.12-\$15.19 (\$7.72-\$14.79)	\$8.52-\$15.59

Journeyman Baker	\$15.11	\$15.51
	(\$14.71)	

Maximum rates are reached after 27 months.

* Effective July 27, 1989 for Fort Frances.

Paid Vacation: Effective in 1989, 5 weeks after 14 (16) years of service and 6 weeks after 22 (24) years. Effective in 1990, 5 weeks after 13 years and 6 weeks after 21 years. Effective in 1991, 6 weeks after 18 years.

Health and Welfare: Dental - Effective January 2, 1989, employer contributes 15¢ (13¢) per hour up to a maximum of \$5.55 per week to a jointly administered fund. Effective January 1, 1990, 16¢.

Pension Plan: Employer Contribution - Effective December 31, 1989, 41¢ (35¢) per hour.

EDUCATION AND RELATED SERVICES

Frontenac County Board of Education at Kingston - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 430 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
	General Increases	4.7%	Minimum 3% *
	Additional Adjustments	Base step on each grid increased by \$477 and differentials between grid steps equalized	
	Teacher-Category 1 0-11 years	\$25,006-\$43,796 (\$23,406-\$41,830)**	
	Teacher-Category 4 0-12 years	\$29,627-\$53,149 (\$27,820-\$50,763)	
	Vice-Principal 0-3 years	\$60,211-\$63,215 (\$57,033-\$59,902)	
	Principal 0-4 years	\$65,911-\$71,765 (\$62,477-\$68,068)	

* Increase to equal the percentage increase in the CPI - 1981=100 from the May 1988 index to the May 1989 index plus 0.5%, to a maximum of 7%.

** Previous rates include increases of 5.1% for Teachers and 6% for Principals and Vice-Principals effective September 1, 1987.

Responsibility
Allowances:

	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
Librarian	\$650 (\$590)	\$ 715
Assistant Head	\$1,600 (\$1,450)	\$1,760
Minor Head	\$2,350 (\$2,120)	\$2,600
Major Head/Consultant	\$3,575 (\$3,250)	\$3,950
Co-ordinator	\$3,800 (\$3,460)	\$4,200

Health and
Welfare:

Life Insurance - Effective January 1, 1989, employer pays 80% of premium costs for first \$25,000 of coverage and 50% of premium costs thereafter to a maximum of 3 times salary. (Previously 50% of premium costs for 3 times salary). Effective September 1, 1989, 100% of premium costs for first \$25,000 and 50% thereafter.

Major Medical and Semi-Private Hospitalization - Effective January 1, 1989, employer pays 80% (75%) of premium costs. Effective September 1, 1989, 100%.

AD & D, Vision and Dental - Effective January 1, 1989, employer pays 80% (50%) of premium costs. Effective September 1, 1989, 100%.

London City Board of Education - Local 190, Canadian Union of Public Employees (CLC)
(full-time and part-time plant operations employees): A 12-month renewal agreement effective from May 1, 1988 to April 30, 1989, covering 325 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/88</u>	<u>Jan. 1/89</u>
	General Increases	50¢	9¢
	Custodian Grade 2	\$10.78 * (\$10.28)	\$10.87
	Custodian Grade 5	\$13.61 (\$13.11)	\$13.70

* Rate also applies to Custodian Grade 1, part-time.

Paid Vacation: 6 weeks after 27 years of service (new).

Health and
Welfare: Vision - Maximum claim is \$150 (\$100) every 2 years.

HEALTH AND WELFARE SERVICES

Riverdale Hospital at Toronto - Local 79, Canadian Union of Public Employees (CLC)
(registered nurses and paramedics): A 36-month renewal agreement effective from April 1, 1988 to March 31, 1991, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	Increases	2%-4.75% for Nurses; 4.5% for paramedics	2%-3.75%

Additional Adjustment		Step 8 added to Registered Nurse grid
Registered Nurse	\$15.85-\$18.55	\$16.16-\$19.53
0-7 years	(\$15.54-\$17.71)	
Effective Apr. 1/89		
0-8 years		
Speech Pathologist	\$18.024-\$20.870	\$18.699-\$21.653
0-5 years	(\$17.247-\$19.972)	
Effective	<u>Apr. 1/90</u>	
General Increase	4%	
Additional Adjustment	Step 9 added to Registered Nurse grid	
Registered Nurse	\$16.81-\$20.62	
0-9 years		
Speech Pathologist	\$19.447-\$22.519	

Weekend Premium (new):	Effective April. 1, 1990, 45¢ per hour worked between midnight Friday and midnight Sunday.
Paid Holidays:	Effective April 1, 1989, 1 additional day, to be taken in February, for a total of 12 (11) days.
Paid Vacation:	Effective April 1, 1989, 5 weeks after 15 (17) years of service, and 6 weeks after 25 years (new).
Paid Maternity Leave (new):	Up to 15 weeks at the difference between 75% of regular earnings and UIC benefit and any other earnings, after 2-week waiting period.
Health and Welfare:	<u>Life Insurance</u> - Effective April 1, 1989, employer pays 100% (90%) of premium costs. <u>Major Medical</u> - Effective April 1, 1989, \$15 (\$10) and \$25 (\$20) deductibles for single and family coverage respectively. <u>Dental</u> - Effective April 1, 1990, employer pays 75% (50%) of premium costs.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.) (commerce group): A 22½ - month renewal agreement effective from August 5, 1988* to June 21, 1990, with wages retroactive to December 22, 1987, covering 1,009 Ontario employees, settled by arbitration. Duration of negotiations - 9 months.

* Previous agreement expired December 21, 1987.

Wages:	Effective	<u>Dec. 22/87</u>	<u>Dec. 22/88</u>	<u>Dec. 22/89</u>
	General	3.5%	3.5%	1.75%
	Increases			

Annual Rates

CO-1	\$31,149-\$41,439	\$32,239-\$42,889	\$32,803-\$43,640
8 levels	(\$30,096-\$40,038)		
CO-4	\$56,818-\$69,116	\$58,807-\$71,535	\$59,836-\$72,787
6 levels	(\$54,897-\$66,779)		

Treasury Board of Canada - Public Service Alliance (CLC) (auditing group): A 20½ month agreement renewal effective from August 19, 1988* to May 4, 1990, with wages retroactive to April 21, 1987, covering 1,397 Ontario employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 16 months.

* Previous agreement expired April 20, 1987.

Wages:	Effective	<u>Apr. 21/87</u>	<u>May 21/88</u>	<u>June 21/89</u>
	General	3.95%	3.75%	2.25%
	Increases			

Annual Rates

AU-1	\$30,686-\$37,617	\$31,837-\$40,467	\$32,553-\$41,378
6 (5) levels	(\$29,520-\$34,854)		
Effective			
May 21/88,			
7 levels			
AU-5	\$55,507-\$61,109	\$57,589-\$63,401	\$58,885-\$66,809
4 levels	(\$53,398-\$58,787)		
Effective			
June 21/89,			
5 levels			

Paid Vacation: Effective January 1, 1989, 5 weeks after 19 years (20) years of service.

Meal Allowance: Effective August 19, 1988, \$5.50 (\$4.75) after 3 hours of overtime.

Treasury Board of Canada - Canadian Professional and Technical Employees (Ind.) (translation group): A 36-month renewal agreement effective from April 19, 1987 to April 18, 1990, covering 439 Ontario employees, settled at the bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Apr. 19/87</u>	<u>Apr. 19/88</u>	<u>Apr. 19/89</u>
	General	3.75%	3.6%	3.3%
	Increases*			

Annual Rates

TR-2	\$31,837-\$41,225	\$32,983-\$41,165	\$34,071-\$42,523
7 levels	(\$30,686-\$39,735)		
TR-4	\$43,818-\$52,533	\$45,395-\$54,424	\$46,893-\$56,220
6 levels	(\$42,234-\$50,634)		

* Start Rate for TR-1 is frozen at \$18,000 for the term of the contract.

Stand-by Pay (new): 1 hour's pay for each 8-hour period of stand-by.

Call Back Pay: Effective August 30, 1988, minimum 4 (3) hours' pay.

Shift Premium: Effective August 30, 1988, 0-50¢-60¢ (0-40¢-45¢).

Weekend Premium: Effective August 30, 1988, 60¢ (45¢).

Paid Vacation: Effective April 1, 1989, 5 weeks after 19 (20) years of service.

Meal Allowance: Effective August 30, 1988, \$5 (\$4.50) after 3 hours of overtime.

Treasury Board of Canada - Aircraft Operations Association (Ind.) (aircraft operations group): A 13-month renewal agreement effective from September 29, 1988* to October 25, 1989, with wages retroactive to October 26, 1987, covering 233 Ontario employees, settled by arbitration. Duration of negotiations - 11 months.

* Previous agreement expired October 25, 1987.

Wages:	Effective	<u>Oct. 26/87</u>	<u>Oct. 26/88</u>
	Increases	3.5% except 3.75% for ETP-1/EPS-2	3.5%

Annual Rates

Civil Aviation Inspector (CAI-1)	\$41,871-\$47,198 (\$40,455-\$45,602)	\$43,336-\$48,850
Helicopter Pilot (HPS-2)	\$45,405-\$50,709 (\$43,870-\$48,994)	\$46,995-\$52,484
Executive Pilot ETP-1/EPS-2	\$60,404-\$63,949 (\$58,221-\$61,638)	\$62,518-\$66,187

Maximum rates for Civil Aviation Inspector-1 and Helicopter Pilot-2 are reached after four 6-month increases, and for Executive Pilot-2 after two 6-month increases.

Paid Vacation: Effective August 29, 1988, 4 weeks after 9 (10) years of service.

LOCAL ADMINISTRATION

Kitchener City Corporation - Local 791, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 210 employees, settled at the post mediation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Sept. 1/88</u>
	Increases	4.3%	.5% non-compounded to employees earning \$22,212 or less

Annual Rates

File Clerk	\$14,548-\$14,986 (\$13,948-\$14,368)	\$14,617-\$15,058
Property Officer	\$33,562-\$37,169 (\$32,178-\$35,637)	\$33,562-\$37,169
Effective	<u>Jan. 1/89</u>	<u>July 1/89</u>
Increases	4.5%	.2% non-compounded to employees earning \$23,278 or less
File Clerk	\$15,274-\$15,736	\$15,303-\$15,766
Property Officer	\$35,072-\$38,842	\$35,072-\$38,842
Maximum rate for File Clerk is reached after 9 months and for Property Officer after 3 years.		

Standby Pay: \$50 per week to gas locators on rotational schedule (new).

Bereavement Leave: 3 (1) days' paid leave upon death of grandchild.

Health and Welfare: Vision - Maximum claim is \$120 (\$100) per person every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum lifetime orthodontic claim is \$1,500 with 50%-50% co-insurance (new).

Continuation of Benefits - Employer maintains health and welfare benefits during the first 17 weeks of maternity leave (new).

Kitchener City Corporation - Local 68, Canadian Union of Public Employees (CLC)
(outside employees): A 24-month renewal agreement effective from February 7, 1988 to February 6, 1990, covering 262 employees, settled at the post mediation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Feb. 7/88</u>	<u>Feb. 7/89</u>
	General Increases	50¢	4.5%
	Labourer	\$11.53 (\$11.03)	\$12.05
	Maintenance III	\$13.13 (\$12.63)	\$13.72

Shift Premium: 0-52¢-52¢ (0-50¢-50¢). Effective February 7, 1989, 0-54¢-54¢.

Standby Pay: \$57 (\$55) per week for employees on regular standby. Effective February 7, 1989, \$60.

Health and Welfare: Vision - Maximum claim is \$120 (\$100) per person every 2 years.

Dental - Coverage continues to be based on the previous year's ODA fee schedule. Maximum lifetime orthodontic claim is \$1,500, with 50%-50% co-insurance (new).

Meal Allowance \$5 after 10 hours of continuous work. Effective February 7, 1989,
(new): \$5.25.

CA 23N
L
- C53

For information
Publication

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
SEPTEMBER 1988



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in September, 1988 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

Contents

	Page
Highlights	i
Index to Settlements Reported . . . . .	.315
September 1988 Settlements	
Food and Beverage . . . . .	.318
Leather . . . . .	.319
Wood . . . . .	.320
Furniture and Fixture . . . . .	.321
Transportation Equipment . . . . .	.321
Construction . . . . .	.322
Transportation . . . . .	.324
Communication . . . . .	.326
Wholesale Trade . . . . .	.328
Retail Trade . . . . .	.329
Education and Related Services . . . . .	.330
Amusement and Recreation Services . . . . .	.335
Services to Business Management . . . . .	.336
Federal Administration . . . . .	.337
Provincial Administration . . . . .	.338
Addenda	
April 1988 Settlement . . . . .	.339
May 1988 Settlement . . . . .	.340
June 1988 Settlement . . . . .	.340
July 1988 Settlements . . . . .	.341
August 1988 Settlements . . . . .	.343

Highlights

Transportation

Two master agreements were renegotiated for a three-year term between nine trucking companies and 4,000 employees represented by the Teamsters. The Motor Transport Industrial Relations Bureau of Ontario is the employers' organization that bargains on behalf of its members. The employees work as drivers, checkers and dockmen under the general freight agreement and as skilled and unskilled classifications under the general maintenance agreement.

The agreements provide annual increases of \$1 per hour beginning October 1, 1988 for skilled trades and 70¢ per hour for drivers and all other classifications. Drivers' hourly wages will rise from \$14.24 under the previous agreement to \$16.34 in the final year of the contract, which is equivalent to an average annual increase of 4.7%. The COLA clause will continue using the same formula and triggered at 5%. The formula did not trigger during the previous agreements.

The employer contribution to the health and welfare fund will increase from \$142 per month per employee by \$12 in each contract year. Similarly, the employer contribution to the pension fund will increase \$15 in the first year, from \$205 per month per employee, increase \$30 in the second year and increase by up to a maximum of \$29 in the third year.

Retail Food

The pattern established in this year's round of bargaining in the retail food industry is for two-year agreements with a 70¢ per hour wage increase in the first contract year and 55¢ per hour increase in the second year.

In September, 9,700 full-time and part-time employees of the Great Atlantic and Pacific Company of Canada Limited, represented by the Food and Commercial Workers, renewed agreements on those terms. The new agreements will run from June 1988 to June 1990. In addition to the 70¢ and 55¢ wage increases, all eligible employees will continue to receive quarterly economic adjustments. Each adjustment is \$125 for full-time employees and 10¢ per hour worked for part-time employees.

In 1989, employees with 23 years of service will be entitled to 6 weeks of vacation. In the area of health and welfare benefits, the maximum LTD benefit increased \$100 to \$1,800 per month. Beginning in January 1989, the employer will reimburse 75% of the OHIP premium for eligible single employees with or without dependents.

Ontario Government

Public servants in the administrative services category ratified a one-year agreement reached in direct bargaining after 9 months of negotiations. All employees received a wage increase of 4.02% plus \$4.80 per week retroactive to January 1, 1988. The increase brings the start rate for the base classification up 5.2% to \$434.33 per 36½-hour week. In addition to the general increase, certain classifications received further increases effective July 1, 1988.

Canada Post

Two contract disputes between Canada Post and the Public Service Alliance, affecting 2,388 Ontario employees, led to work stoppages before new terms were ratified in September. The parties had commenced bargaining prior to the December 31, 1986 expiry of the previous agreements.

In both settlements, lump sum payments were agreed to in lieu of wage increases retroactive to January 1, 1987. The general labour and trades and general services group received 3% on August 1, 1987 and August 1, 1988, under an agreement that will expire on July 31, 1989. In the other settlement, eleven groups bargained together, including the clerical and regulatory employees, and all received 3% on January 1, 1988, 3% on January 1, 1989 and 3.5% on January 1, 1990.

The other monetary terms were similar in the two settlements. New provisions were introduced in both cases for pre-retirement leave, night workers' leave, and a vision and hearing care plan.

Index to Settlements Reported, September 1988

Employer and Location	Union	Page
Assn. of Cdn. Film and Television Producers (ACFTP), Cdn. Film and Television Assn. (CFTA), National Film Board of Canada (NFB), and Assn. des Producteurs de Film et de Video du Quebec (APFVQ), Canada-wide	Cdn. TV and Radio Artists (ACTRA) (CLC)	335
Bell Canada, Tele-Direct (Publications) Inc. Div., Toronto, Mississauga and Waterloo	Office and Professional Empls. (AFL-CIO/CLC) (sales representatives)	337
Bell Canada, Tele-Direct (Publications) Inc. Div., Ottawa, Sudbury, Thunder Bay, Toronto and Waterloo	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	336
Boilermaker Contractors Assn., Canada-wide except British Columbia, Alberta and Quebec	Boilermakers (AFL-CIO/CFL)	323
Canada Packers Inc., Canada Packers Poultry Div., Walkerton	Food and Commercial Workers (AFL-CIO/CLC)	319
Canada Post Corp., Canada-wide	Public Service Alliance (CLC) (supervisory and non-supervisory general labour and trades empls. and supervisory general services empls.)	327
Canada Post Corp., Canada-wide	Public Service Alliance (CLC)	327
Carleton University, Ottawa	University Professors (Ind.) (professors, librarians and instructors)	334
Durham Board of Education, Oshawa	CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	330
E. B. Eddy Forest Products Ltd., Wood Products Div., Nairn Township	Cdn. Paperworkers (CLC)	320
Electrical Power Systems Construction Assn., province-wide	Allied Construction Trades Council of Ont.	322
Electrical Power Systems Construction Assn., province-wide	Boilermakers (AFL-CIO/CFL)	322

Index to Settlements Reported, September 1988

Employer and Location	Union	Page
Electrical Trade Bargaining Agency of the Electrical Contractors Assn. of Ont., province-wide	Electrical Workers (IBEW) (AFL-CIO/CFL) (non-ICI linework)	340
Essex County Board of Education, Essex	Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Teachers' Fed. (Ind.)	331
Fleetwood Canada Limited, Lindsay	Clothing and Textile Workers (AFL-CIO/CLC)	321
Great Atlantic and Pacific Co. of Canada Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	329
J. M. Schneider Inc., Kitchener	Schneider Employees' Assn. (Ind.)	318
Lincoln County Board of Education, St. Catharines	Fed. of Women Teachers' Assns of Ont. and Ont. Public School Teachers' Fed. (Ind.)	331
Motor Transport Industrial Relations Bureau of Ont. (Inc.), General Freight and General Maintenance Div., system-wide	Teamsters (AFL-CIO) (drivers, dock, garage and maintenance empls.)	324
O.E. Inc., Markham	United Steelworkers (AFL-CIO/CLC)	328
Ontario Educational Communications Authority, Toronto	Broadcast Employees (CLC) (office and technical empls.)	326
Ontario Government	Ontario Public Service Employees (NUPGE) (CLC) (administrative services category)	338
Ottawa-Carleton Regional Health Unit, Ottawa	Employees Assn. (Ind.)	345
Ottawa-Carleton Regional Transit Commission, Ottawa	Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance empls.)	343
Phillips Cables Ltd., Brockville	Communications-Electrical Workers (CLC)	340
Prescott-Russell County Board of Education, Hawkesbury	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	332
Provincial Schools Authority, province-wide	Provincial Schools Teachers (Ind.)	338

Index to Settlements Reported, September 1988

Employer and Location	Union	Page
Renfrew County Roman Catholic Separate School Board, Pembroke	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	333
Rockwell International of Canada Ltd., Tilbury	Cdn. Auto Workers (CLC)	339
Simcoe County Board of Education, Barrie	Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time office, clerical and technical empls. and teacher assistants)	333
Sklar-Peppler Inc., Sklar Div., Whitby	United Steelworkers (AFL-CIO/CLC)	321
Star Valenti Inc., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	319
Steinberg Inc., Trillium Meats Div., Etobicoke	Food and Commercial Workers (AFL-CIO/CLC)	341
Toronto City Board of Education	Central Ontario Building and Construction Trades Council (AFL-CIO and CFL)	344
Toronto Cloak Manufacturers' Assn.	Ladies Garment Workers (AFL-CIO/CLC)	343
Toronto Masonry Contractors' Assn. Inc.	Bricklayers Ind. (CCU) (bricklayers and bricklayers' assistants)	324
Toronto Transit Commission, Wheel-Trans Div.	Transit Union (Intl.) (AFL-CIO/CLC) (operators)	326
Treasury Board of Canada	Economists and Related Empls. (Ind.)	337
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	335
Victoria Hospital Corp., London	Office and Professional Empls. (AFL-CIO/CLC)	342

FOOD AND BEVERAGE

J. M. Schneider Inc. at Kitchener - Schneider Employees' Association (Ind.): A 36-month renewal agreement effective from June 1, 1988 to May 31, 1991, covering 2,034 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 1/88</u>	<u>June 1/89</u>	<u>June 1/90</u>
Increases				
Red Meat Dept. Employees		60¢	60¢	65¢
Poultry Dept. Employees		49¢	52¢	54¢
Job Class Increments		8¢ (8¢)	8.5¢	9¢
Additional Adjustments		*		
Labourer (Bracket 0)		\$13.63 (\$13.03)	\$14.23	\$14.88
Journeyman (certified level) (Bracket 38)		\$16.67 (\$16.07)	\$17.46	\$18.49
Part-time		\$10.22-\$12.95	\$10.67-\$13.52	\$11.16-\$14.14

* Casual employee classification eliminated. Part-time employee grid established, with maximum step on grid to equal 95% of Bracket 0 wage rate.

COLA (new): Effective June 1, 1990, 1¢ per 0.2 point change in the CPI - 1981=100, using the May 1989 index as the base. Triggered at 5%. One-time adjustment only.

Shift Premium: Effective June 1, 1990, 40¢ (35¢).

Bereavement Leave: 3 (1) days' paid leave upon death of step-brother/sister/son/daughter (new).

Health and Welfare: Weekly Indemnity - Rehab Programme (new) - Employees on weekly indemnity may return to reduced workload at regular hourly rate. For each \$1 of earnings, weekly indemnity benefit is reduced by 50¢.

LTD - Employee who is disabled when eligible for early retirement may retire at regular early retirement benefit. For each \$1 of pension benefit received, LTD benefit is reduced by 50¢ (new).

Vision - Effective June 1, 1989, maximum claim is \$100 (\$75) per person every 2 years.

Dental - Effective September 1, 1988, coverage continues to be the current year's ODA fee schedule.

Benefits for Part-Time Employees - Employer pays 100% of premium costs for life insurance benefit of \$12,500; 50% of premium costs for OHIP; and 100% of premium costs for weekly indemnity benefit pro-rated according to hours worked (previously company policy).

Pension Plan: Contributory Supplemental Benefit - \$3.30 (unchanged) per month per year of service up to May 31, 1988.

Non-Contributory Supplemental Benefit - \$11.50 (\$10.50) per month per year of service. Effective June 1, 1989 and 1990, \$12.50 and \$13.10 respectively.

Canada Packers Inc., Canada Packers Poultry Division at Walkerton - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1988 to March 31, 1991, covering 250 employees, settled during a work stoppage. Duration of negotiations - 7 months.

Wages:	<u>Effective</u>	<u>Sept. 16/88*</u>	<u>Apr. 1/89</u>	<u>Apr. 1/90</u>
General Increases		45¢	50¢	50¢
Group A		\$11.09 (\$10.64)	\$11.59	\$12.09
Maintenance Mechanic A		\$12.43 (\$11.98)	\$12.93	\$13.43

* Retroactive to April 1, 1988 for all employees who return to work.

Health and Welfare: Weekly Indemnity - Benefit is \$239 (\$229) for employees in Job Groups A and B and \$254 (\$244) for employees in Job Group C and above. Effective April 1, 1989, \$251 and \$256 respectively. Effective April 1, 1990, \$263 and \$278.

Vision - Maximum claim is \$75 (\$60) every 2 years. Effective April 1, 1990, \$100.

Dental - Coverage is based on the 1988 (1986) ODA fee schedule. Effective April 1, 1990, the 1989 ODA fee schedule.

Safety Shoe Allowance: \$35 (\$25) per year. Effective April 1, 1989, \$40.

Tool Allowance: Effective January 1, 1989, \$75 (\$50) per year.

LEATHER

Star Valenti Inc., previously Star Slipper Co. Ltd. at Toronto - Local 82, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 4, 1988 to October 3, 1990, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	<u>Effective</u>	<u>Oct. 4/88</u>	<u>Oct. 4/89</u>
General Increases*		50¢	45¢

Base Rates

Labour-A4	\$7.51 (\$7.01)	\$7.96
Labour-A1	\$7.93 (\$7.43)	\$8.38

* Applies to piece work and time rates.

Vacation Pay: 6% after 7 (8) years of service.

WOOD

E. B. Eddy Forest Products Ltd., Wood Products Division at Nairn Township - Local 31, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from September 1, 1988 to August 31, 1991, covering 250 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
General Increases		55¢	4.5%	4.5%
General Labourer		\$13.91 (\$13.36)	\$14.54	\$15.19
Electrician		\$17.13 (\$16.58)	\$17.90	\$18.71

Shift Premium: Effective September 1, 1989, 0-35¢-55¢ (0-35¢-50¢). Effective September 1, 1990, 0-40¢-55¢.

Paid Vacation: 5 weeks after 18 (20) years of service.

Health and Welfare: Life Insurance and AD & D - Benefit is \$30,000 (\$25,000).

Life Insurance for Retirees (new) - Employer pays 100% of premium costs. Benefit is \$2,500.

Weekly Indemnity - Maximum benefit is \$350 (\$320). Effective September 1, 1989, \$365. Effective September 1, 1990, \$380.

LTD - Benefit is \$1,800 (\$1,600) per month.

Vision - Maximum claim is \$75 (\$40) per person every 2 years.

Dental - Coverage is based on the 1987 (1986) ODA fee schedule. Maximum lifetime claim for orthodontics is \$1,000 (\$5,000) per family member. Effective September 1, 1989 and 1990, the 1988 and 1989 ODA fee schedules respectively.

Pension Plan: Basic Benefit - \$17 per month per year of service. (Previously \$8 per month per year of service prior to August 31, 1984 and \$12 thereafter.)

Safety Shoe Allowance: Maximum \$40 (\$25) per year.

Severance Pay (new): 2% of employee's total earnings for full period of service.

FURNITURE AND FIXTURE

Sklar-Peppler Inc., Sklar Division at Whitby - Local 50, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1988 to February 28, 1990, covering 430 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Mar. 1/89</u>	<u>Sept. 1/89</u>
	General Increases	20¢	35¢	5¢
	Additional Adjustments	20¢ for Day Workers 1-9; 10¢ for all other Day Workers	10¢ for Day Workers 1-9	

Hourly Rates

Material Handler	\$8.37 (\$7.97)	\$8.82	\$8.87
Journeyman	\$12.55 (\$12.25)	\$12.90	\$12.95

COLA: 70¢ COLA generated during a previous agreement continues to float.
COLA clause is inoperative, as previously.

Shift Premium: 40¢ (30¢) per hour on shifts commencing after noon.

Paid Vacation: Effective January 1, 1989, 4 weeks after 13 (14) years of service.

Health and Welfare: Life Insurance and AD & D - Effective October 1, 1988, benefit is \$12,000 (\$9,000). Effective September 1, 1989, \$20,000.

Weekly Indemnity - Effective September 19, 1988, maximum benefit is \$185 (\$170). Effective March 1, 1989, \$200.

Dental - Effective March 1, 1989, coverage is updated in July of each contract year to the previous year's ODA fee schedule.

Continuation of Benefits - Benefit coverage will continue for 1 year (10 months) for employee on sick leave or receiving WCB benefit and for 4 (3) months for employee on maternity leave.

Pension Plan: Basic Benefit - \$12 (\$10) per month per year of future service and \$10 (\$7) for past service.

TRANSPORTATION EQUIPMENT

Fleetwood Canada Limited at Lindsay - Local 1381, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 15, 1988 to September 14, 1991, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 15/88</u>	<u>Sept. 15/89</u>	<u>Sept. 15/90</u>
	General Increases		50¢	50¢

Additional Adjustments	Minor restructuring of wage schedule		
Assembler and Material Handler	\$7.85-\$9.50 (\$7.35-\$8.85)	\$8.35-\$10.00	\$8.85-\$10.50
Maintenance	\$11.00 (\$9.90)	\$11.50	\$12.00

Maximum rates for Assembler and Material Handler are reached after one year.

Health and Welfare: Weekly Indemnity - Benefit is \$275 (\$250). Effective September 15, 1990, \$300.

CONSTRUCTION

Electrical Power Systems Construction Association, province-wide - Boilermakers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 300 employees, settled at the conciliation officer stage*. Duration of negotiations - 2 months.

* An agreement was ratified on July 15, 1988, whereby it was agreed to adopt the wage package to be negotiated with the Boilermakers Contractors Association, reported below.

Wages:	Effective	July 15/88	May 1/89
General Increases		\$1.60	\$1.40
Journeyman Boilermaker		\$26.66 (\$25.06)	\$28.06

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, 11¢ to training and 2¢ to apprenticeship and 10¢ to promotion funds.

Board and Travel Allowances: Increased by \$3 per day.

Electrical Power Systems Construction Association, province-wide - Allied Construction Trades Council of Ontario*: A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 3,500 employees, settled at the conciliation officer stage. Duration of negotiations - 2½ months.

* Includes Asbestos Workers (AFL-CIO/CFL), Carpenters (AFL-CIO), Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO), Painters (AFL-CIO/CFL), Plasterers (AFL-CIO/CFL) and Teamsters (AFL-CIO).

Package:	Effective	May 9/88	May 1/89	Nov. 1/89
Increases		*	*	*

Asbestos Workers

Insulating Mechanic Zone 3	\$23.78 (\$22.28)	\$25.28	\$25.43
Insulating Mechanic Zone 1	\$25.81 (\$24.31)	\$27.31	

Carpenters

Carpenter, Bruce Project	\$24.29 (\$22.99)	\$25.59	
Carpenter, Pickering and Lakeview Projects	\$25.97 (\$24.47)	\$27.47	

Operating Engineers

1st Class Stationary Engineer, Thunder Bay	\$25.45 (\$23.95)	\$26.95	
1st Class Stationary Engineer, Toronto	\$26.98 (\$25.48)	\$28.48	

Labourers

Labourer, Local 749, Chatham (Group II)	\$19.31 (\$18.31)	\$20.31	
Labourer, Local 506, Lakeview and Pickering Projects	\$22.65 (\$21.15)	\$24.15	

Painters

Jan. 1/90

Painter, Local 200 Ottawa	\$21.27 (\$20.17)	\$22.27	\$22.67
Painter, District Council 46, Toronto	\$23.78 (\$22.25)	\$25.29	\$25.29

Plasterers

Plasterer, Bruce Project	\$20.73 (\$19.73)	\$21.73	
Plasterer, Local 598, Toronto	\$23.54 (\$22.04)	\$25.04	

* Total package increases are identical to increases negotiated by the respective trades in the ICI sector.

Package rates shown above include wages, vacation and holiday pay, and employer contributions to welfare and pension funds and to apprenticeship funds as follows: asbestos workers, 3¢; operating engineers, 13¢; labourers, 10¢; and painters, 5¢.

Boilermaker Contractors Association, Canada-wide except British Columbia, Alberta and Quebec - Various Locals, Boilermakers (AFL-CIO/CFL): A 22-month renewal agreement effective from July 1, 1988* to April 30, 1990, covering 1,700 Ontario employees, settled at the bargaining stage. Duration of negotiations - 6 months.

* Previous agreement expired April 30, 1988.

Package:	Effective	July 1/88	July 1/89
	General Increases	\$1.60	\$1.40
	Journeyman	\$26.66	\$28.06
	Boilermaker	(\$25.06)	

Package rates shown above include wages, vacation and holiday pay, and employer contributions to welfare and pension, 11¢ to training, 2¢ to apprenticeship and 10¢ to promotion funds.

Welfare Fund: Effective September 1, 1988, employer contributes 87¢ (75¢) per hour earned.

Pension Fund: Effective September 1, 1988, employer contributes \$2.20 (\$1.70) per hour earned. Effective July 1, 1989, \$2.70.

Administration Fund: Effective October 2, 1988, employer contributes 15¢ (10¢) per hour earned.

Promotion Fund (new): Effective September 1, 1988, employer contributes 10¢ per hour worked.

Subsistence Allowance: Effective September 17, 1988, \$38 (\$36) per day worked to eligible employees in Southern Ontario and \$39 (\$36) per day worked in Northern Ontario. Effective July 1, 1989, \$40 and \$42 respectively.

Toronto Masonry Contractors' Association Inc. - Local 1, Bricklayers, Ind. (CCU)
(bricklayers and bricklayers' assistants): Two 24-month renewal agreements effective from June 1, 1988 to May 31, 1990, covering 2,800 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Package:	Effective	Sept. 11/88	June 1/89
	General Increases	\$1.50	\$1.50
	Journeyman Bricklayer	\$25.52 (\$24.02)	\$27.02
	Bricklayer's Assistant	\$21.95 (\$20.45)	\$23.45

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension funds.

TRANSPORTATION

Motor Transport Industrial Relations Bureau of Ontario (Inc.), General Freight and General Maintenance Divisions, system-wide - Locals 91, 141, 879, 880 and 938, Teamsters (AFL-CIO) (drivers, dock, garage and maintenance employees): Two 36-month renewal agreements* effective from October 1, 1988 to September 30, 1991, covering 4,000 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

* Includes Cabano Transport, previously Brazeau Transport, which previously bargained separately. Their agreement, which was scheduled to expire November 30, 1988, was terminated early.

Wages:	Effective	<u>Oct. 1/88</u>	<u>Oct. 1/89</u>	<u>Oct. 1/90</u>
General Increases		70¢	70¢	70¢
Skilled Trades Adjustments		30¢	30¢	30¢
<u>Maintenance Agreement</u>				
Unskilled Classification		\$15.06-\$15.09 (\$14.36-\$14.39)	\$15.76-\$15.79	\$16.46-\$16.49
Skilled Classification #1		\$16.56-\$16.66 (\$15.56-\$15.66)	\$17.56-\$17.66	\$18.56-\$18.66
<u>Freight Agreement</u>				
Dockman		\$14.79-\$14.84 (\$14.09-\$14.14)	\$15.49-\$15.54	\$16.19-\$16.24
Driver		\$14.89-\$14.94 (\$14.19-\$14.24)	\$15.59-\$15.64	\$16.29-\$16.34

Maximum rates are reached after 60 days of employment.

Mileage Rates - Increased by 1.4¢ in each year of the agreement.

COLA: 10¢ per hour worked or ¼¢ per mile driven per 1% increase in the CPI - 1971=100, above the September base in each year of the agreement. Triggered at 5%. Calculated and paid monthly as a lump sum. Total payments made during the first and second year, each divided by 12, will be folded into the base rates October 1, 1989 and October 1, 1990. (Basic formula is unchanged. Formula did not trigger.)

Drivers Overtime Premium: For drivers on combination of mileage and hourly rates: \$7.96 (\$7.61) per hour. Effective October 1, 1989, \$8.31. Effective October 1, 1990, \$8.66.

Health and Welfare Fund: Employer Contribution - \$154 (\$142) per month per employee. Effective October 1, 1989, \$166. Effective October 1, 1990, \$178.

Pension Plan: Employer Contribution - \$220 (\$205) per month per employee to trustee fund. Effective October 1, 1989, \$250. Effective October 1, 1990, increased by a maximum of \$29.

Early Retirement - For employee with 30 years of service, benefit is \$1,650 per month, reduced by \$300 per month at age 60; and reduced by a further \$300 per month at age 65. (Previously, \$42 per month per year of service after January 1, 1982 and \$32 per month per year of service prior to December 31, 1981.)

Tool Allowance (Maintenance Employees): \$7 (\$4) per week.

Toronto Transit Commission, Wheel-Trans Division - Local 113, Transit Union (Intl.) (AFL-CIO/CLC) (operators): An 18-month first agreement* effective from January 1, 1989 to June 30, 1990**, covering 225 regular and 30 temporary employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* Operators and mechanics were previously covered by an agreement with All-Way Transportation Corp. Effective January 1, 1989, 31 maintenance personnel will be integrated into the current Amalgamated Transit Union, Local 113 - Toronto Transit Commission agreement effective July 1, 1987.

** Should the current A.T.U., Local 113 - T.T.C. Agreement (July 1, 1987 to June 30, 1989) be re-negotiated beyond June 30, 1990, the Wheel-Trans agreement will be extended to be concurrent with this date.

Wages:	Effective	<u>Jan. 1/89</u>	<u>July 1/89</u>	<u>Jan. 1/90</u>
General Increases		72¢	\$1.30	\$1.38
Driver		\$13.34 (\$12.62)	\$14.64	\$16.02

Benefits are similar to those currently in effect in the A.T.U., Local 113 - T.T.C.

COMMUNICATION

Ontario Educational Communications Authority at Toronto - Local 72, Broadcast Employees (CLC) (office and technical employees): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 270 employees, settled with mediation assistance. Duration of negotiations - 3 weeks.

Wages:	Effective	<u>July 1/88</u>	<u>July 1/89</u>
	Increases*		
	Groups A and B	6%	6%
	Groups C and D	5.5%	5.5%
	All Other Employees	5%	5%
	Additional Adjustment	Groups N and O combined into new Group N	
	<u>Annual Rates</u>		
	Group A (includes Clerk-Typist) (35 hours per week)	\$17,930-\$21,580 (\$16,913-\$20,358)	\$19,000-\$22,870
	Group N (includes Graphic Designer) (40 hours per week)	\$37,710-\$44,830	\$39,590-\$47,080

* Rounded to the nearest \$10 of annual salary.

Maximum rate for Clerk-Typist is reached after 2 years and for Graphic Designer after 3 years.

Paid Holidays: 1 floating day is added for a total of 12 (11) days per year.

Paid Vacation: 5 weeks after 17 (20) years of service.

Bereavement Leave: If death occurs in family during employee's vacation, employee is eligible for 4 paid days of bereavement leave (new).

Health and Welfare: Dental - Coverage is based on the 1988 (1986) ODA fee schedule. Maximum claim is \$2,000 (\$1,000) per year.

Vision - Maximum claim is \$175 (\$80) per person every 2 years.

Canada Post Corporation, Canada-wide - Public Service Alliance (CLC) (supervisory and non-supervisory general labour and trades employees and supervisory general services employees): A 10½-month renewal agreement effective from September 11, 1988* to July 31, 1989, with wages retroactive to August 1, 1987, covering 618 Ontario employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 24 months.

* Previous agreement expired December 31, 1986.

Wages:	Effective	<u>Aug. 1/87</u>	<u>Aug. 1/88</u>
	General Increases	3%	3%
	Postal Systems Technician 1	\$10.30-\$10.71 (\$10.00 \$10.40)	\$10.61-\$11.03
	Postal Systems Technician 9	\$16.02-\$16.63 (\$15.55-\$16.15)	\$16.50-\$17.13

Maximum rates are reached after 3 increments within 2 years.

Lump Sum Payment: \$600 for full-time employee and \$300 for part-time employee in lieu of wage increase for the period January 1 to July 31, 1987.

Pre-Retirement Leave (new): 1 week per year of service to a maximum of 5 weeks for employees aged 55 with 20 years of service or aged 60 with 5 years of service.

Night Workers' Leave (new): 1 day every 4 months for employee working a minimum of 66 night shifts during that period for eligible employee with 3 or more years service.

Health and Welfare: Vision/Hearing (new) - Employer pays 100% of premium costs.

Dental - Effective November 12, 1988, coverage is based on the 1986 (1985) ODA fee schedule. Effective January 1, 1989, the 1987 ODA fee schedule.

Meal Allowance: \$6.25 (\$6) after 2 hours of overtime.

Canada Post Corporation, Canada-wide - Public Service Alliance (CLC): A 48-month master agreement for the renewal of 11 separate agreements, effective from January 1, 1987 to December 31, 1990, covering 1,770 Ontario employees*, settled with mediation assistance during a work stoppage. Duration of negotiations - 24 months.

* Includes the following groups: Clerical and Regulatory (CR), Office Equipment (OE), Drafting and Illustrations (DD), Administrative Services (AS), Programme Administration (PM), Financial Administration (FI), Information Services (IS), Purchasing and Supply (PG), Engineering and Scientific Support (EG-ESS), General Technical (GT), Social Science Support (SI), Communications (CM), Data Processing (DA), Secretarial, Stenographic and Typing (ST) and Library Sciences (LS).

Wages:	Effective	Jan. 1/88	Jan. 1/89	Jan. 1/90
General Increases		3%	3%	3.5%

Annual Rates

CR	\$14,762-\$16,656	\$15,205-\$17,156	\$15,737-\$17,756
Level 1	(\$14,332-\$16,171)		
AS	\$50,823-\$61,768	\$52,348-\$63,621	\$54,180-\$65,848
Level 8	(\$49,343-\$59,969)		

Additional Adjustments - Effective August 1, 1989, an extra step is added to the salary grid of several classifications.

Maximum rate for CR Level 1 is reached after five 6-month increases and for AS Level 8 after 1 increase on merit.

Lump Sum
Payments: AS, PM, FI, GT, EG, IS, SI, DD, LS, PG - \$1,000 per full-time employee and \$500 per part-time employee.

CR, OE, DA, ST, CM - \$700 per full-time employee and \$350 per part-time employee.

Pre-Retirement
Leave (new): 1 week per year to a maximum of 5 weeks per employee aged 55 with 20 years service or aged 60 with 5 years of service.

Night Workers'
Leave (new): 1 day every 4 months for employee working a minimum of 66 night shifts during that period for eligible employee with 3 or more years of service.

Health and
Welfare: Vision/Hearing (new): Employer pays 100% of premium costs.

Dental - Effective November 3, 1988, coverage is based on the 1986 (1985) ODA fee schedule. Effective January 1, 1989 and 1990, the 1987 and 1988 ODA fee schedules respectively.

Meal Allowance: \$6.25 (\$6) after 2 hours of overtime.

WHOLESALE TRADE

O.E. Inc. at Markham - Local 9185, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 25, 1988 to July 24, 1990, covering 250 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	July 25/88	July 25/89
General Increases		5.5%	5.5%

Additional Adjustments	Certain class- ification adjustments	Certain class- ification adjustments
Warehouse Labour	\$8.44 (\$8.00)	\$8.90
Technical Specialist/ Field Specialist	\$15.48-\$17.16 (\$14.67-\$15.81)	\$16.33-\$18.43

Maximum rate for Technical Specialist/Field Specialist is reached after 35 months.

Paid Vacation:	4 weeks after 10 (12) years of service.
Paid Sick Leave:	8 (6) days' paid leave per year. Employee may use sick leave credits for emergency time off (new).
Health and Welfare:	<u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule.
Vehicle Allowance:	\$527.50 (\$500) per month. Effective July 25, 1989, \$556.50.

RETAIL TRADE

Great Atlantic and Pacific Company of Canada Limited, province-wide - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): Two 24-month renewal agreements effective from June 13, 1988 to June 18, 1990, covering 2,227 full-time and 7,486 part-time employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 13/88</u>	<u>June 12/89</u>
	General Increases*	70¢ per hour	55¢ per hour
	<u>Full-time Employees</u>		
	<u>Weekly Rates</u> (37 hours per week)		
	Service Clerk 0-18 months	\$230.95-\$509.27 (\$230.95-\$483.97)	\$230.95-\$529.62
	Journeyman Meat Cutter	\$572.31 (\$546.41)	\$592.66
	Meat Manager Sales Volume \$10,000 to \$52,301 +	\$611.43-\$679.90 (\$585.53-\$654.00)	\$631.78-\$700.25
	<u>Part-time Employees</u>		
	<u>Hourly Rates</u> 0-48 months***		
		\$4.55**-\$11.30 (\$4.55-\$10.60)	\$4.75-\$11.85

Additional Adjustment - Effective September 12, 1988, \$5 per week for Head Cashier.

* Start rate for Service Clerk is frozen for the term of the agreement.

** Effective October 1, 1988, part-time start rate to reflect the minimum wage in Ontario of \$4.75 per hour.

*** 0-36 months for employee hired before September 29, 1986.

Economic Adjustments: Eight quarterly payments of \$125 each for eligible full-time employee and 10¢ per hour worked for eligible part-time employee (unchanged).

Assistant Head-Cashier Premium: Effective September 5, 1988, \$10 (\$5) per week.

Scratch or Combination Bakery Premium (new): 80¢ per hour worked between 4 a.m. and 8:30 a.m. on shifts beginning at 4 a.m.

Paid Vacation: Effective January 1989, 6 weeks after 23 (25) years of service.

Christmas Bonus (part-time employee): Effective December 1989, \$40 after 3 years of service and \$50 after 5 years (new); \$25 after 1 year and \$15 after 6 months (unchanged).

Health and Welfare: LTD - Effective September 5, 1988, maximum benefit is \$1,800 (\$1,700) per month.

OHIP (part-time employees) (new): Effective January 1, 1989, employer will reimburse 75% of premium costs for single coverage, and family coverage for single-parent employee with 5 years of service who has worked 600 hours in the previous year.

EDUCATION AND RELATED SERVICES

Durham Board of Education at Oshawa - Local 218, Canadian Union of Public Employees (CLC) (full-time and part-time office, clerical and technical employees): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 230 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	July 1/88	July 1/89
General Increases		8%	7%
Group 2 (includes Clerk-Typist)	\$9.49-\$11.62 (\$8.79-\$10.76)		\$10.16-\$12.43
Intermediate Programmer/Analyst	\$15.63-\$19.34 (\$14.47-\$17.91)		\$16.72-\$20.70

Maximum rates are reached after 3 annual increases.

Pay Equity Adjustments: Effective July 1, 1989, January 1, 1990 and July 1, 1990, 1/3 of necessary increases with cap of 2½% wage increase per adjustment.

Shift Premium: 0-25¢-30¢ (0-20¢-23¢). Effective July 1, 1989, 0-30¢-35¢.

Health and Welfare: Vision - Effective October 1, 1988, maximum claim is \$150 (\$100) per person every 2 years.

Dental - Effective October 1, 1988, coverage is based on the 1987 (1986) ODA fee schedule. Employer pays 85% of premium costs for orthodontics. Maximum lifetime claim is \$1,000 per family member (new). Effective July 1, 1989, the 1988 ODA fee schedule.

Essex County Board of Education at Essex - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	4.7% rounded to the nearest \$5
	Teacher-Category D 0-4 years	\$20,510-\$27,465 (\$19,590-\$26,230)
	Teacher-Category A1 0-10 years	\$25,470-\$43,480 (\$24,325-\$41,530)
	Teacher-Category A4 0-10 years	\$30,065-\$53,030 (\$28,715-\$50,650)

Principal

fewer than 18 teachers 0-4 years	\$54,610-\$60,235 (\$52,160-\$57,530)
18 or more teachers 0-6 years	\$54,610-\$62,895 (\$52,160-\$60,070)

Responsibility, Isolation and Graduate Degree Allowances: Increased in accordance with the general salary increase.

Lincoln County Board of Education at St. Catharines - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 832 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	4.9%
	Teacher-Level 1 0-6 years	\$19,567-\$27,967 (\$18,653-\$26,661)
	Teacher-Level 4 0-10 years	\$25,172-\$42,174 (\$23,996-\$40,204)
	Teacher-Level 7 0-11 years	\$30,280-\$53,220 (\$28,866-\$50,734)

Responsibility Allowances:	Vice-Principal \$2,885-\$5,123 (\$2,593-\$4,726). All other allowances increased in accordance with the general salary increase.
Leave of Absence for Religious Holiday (new):	1 day's paid leave to observe religious holy day (new).
Paternity Leave (new):	1 day's paid leave for father attending birth of his child.
Health and Welfare:	<u>Vision</u> - Maximum claim is \$175 (\$132.50) per person every 2 years.
Paid Preparation Time:	Minimum of 80 (60) minutes per week.

Prescott-Russell County Board of Education at Hawkesbury - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 6½ months.

Wages:	Effective	Sept. 1/88	Sept. 1/89
General Increases		4.5%	4.5%
Teacher-Category I 0-10 years		\$24,452-\$42,820 (\$23,399-\$40,976)	\$25,552-\$44,747
Teacher-Category IV 0-11 years		\$29,818-\$52,984 (\$28,534-\$50,702)	\$31,160-\$55,368
Vice-Principal 0-3 years		\$58,622-\$63,491 (\$56,098-\$60,757)	\$61,260-\$66,348
<u>Principal</u>			
Fewer than 500 students 0-3 years (0-4) years		\$63,696-\$69,078 (\$57,199-\$64,702)	\$66,562-\$72,344
500 or more students 0-4 years		\$64,740-\$72,578 (\$61,952-\$69,453)	\$67,653-\$75,844

Responsibility and Extra Degree Allowances:	Increased in accordance with the general salary increases.
Paid Maternity Leave (new):	Maximum 17 weeks at the difference between 75% of wages and UIC benefit.
Paid Sabbatical Leave:	Teacher receives 60% of salary. (Previously 75% of salary to a maximum of \$29,506.)
Health and Welfare:	<u>Vision</u> - Maximum claim is \$200 (\$100) per person every 2 years.
Mileage Allowance:	27¢ (25¢) per kilometre.

Renfrew County Roman Catholic Separate School Board at Pembroke - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 325 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/88
	General Increase	5.2%
	Teacher-Category D 0-9 years	\$18,525-\$28,388 (\$17,609-\$26,985)
	Teacher-Category A1 0-11 years	\$22,126-\$42,038 (\$21,032-\$39,960)
	Teacher-Category A4 0-12 years	\$28,764-\$51,992 (\$27,342-\$49,422)
	Vice-Principal, Secondary* 0-3 years	\$56,210-\$61,467
	Principal, Secondary* 0-3 years	\$63,513-\$68,416

Previous rates reflect a 5.2% wage increase on September 1, 1987.

* Previously, received teacher salary plus allowance.

Paid Preparation Time (new): 100 minutes per week.

Simcoe County Board of Education at Barrie - Local 330, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time office, clerical and technical employees and teacher assistants): An 18-month renewal agreement effective from July 1, 1988 to December 31, 1989, covering 355 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	July 1/88	Jan. 1/89	July 1/89
	General Increases	\$1	50¢	50¢
	Group A (includes Clerk-Stenographer)	\$9.48-\$10.40 (\$8.48-\$9.40)	\$9.98-\$10.90	\$10.48-\$11.40
	Group E (Buyer)	\$14.08-\$16.48 (\$13.08-\$15.48)	\$14.58-\$16.98	\$15.08-\$17.48

Maximum rates are reached after 36 months.

Health and Welfare: Dental - Effective September 1, 1988, employer pays 70% (50%) of premium costs.

Continuation of Benefits - Employer continues to share premium costs for 17 weeks for employee on maternity leave (new).

Carleton University at Ottawa - University Professors (Ind.) (professors, librarians and instructors): A 36-month renewal agreement effective from May 1, 1988 to April 30, 1991, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	May 1/88	May 1/89	May 1/90
General Increases		6% rounded upwards to nearest \$10	5.5% rounded upwards to nearest \$10	*

Annual Rates
(floor salaries)

Librarian I	\$25,550 (\$24,100)	\$26,960
Librarian IV	\$43,990 (\$41,500)	\$46,410
Instructor I	\$23,930 (\$22,570)	\$25,250
Instructor III	\$32,310 (\$30,480)	\$34,090
Assistant Professor	\$29,790 (\$28,100)	\$31,430
Professor	\$49,160 (\$46,380)	\$51,880

* Increase to equal the average monthly percentage increases in the Ottawa CPI for each of the 12 months preceding January 1, 1990, plus 1%.

Non-Credit Language Teacher in CALS

Effective	May 1/88	May 1/89	May 1/90
Hourly Rates	\$44.50 (\$42.00)	\$47	\$49.50

Previous rates reflect a 4% increase on May 1, 1987 as the result of a conditional salary adjustment.

Progress Through the Ranks: Increased in accordance with the general salary increases.

Chairperson or Equivalent Stipend: \$2,600-\$3,800 (\$1,300-\$1,900) per year, depending on the number of employees, including technical and administrative staff (new), in the department.

Paid Holidays: Easter Monday is added for the total of 10½ (9½) days. Employee required to work on Easter Monday will receive a day off in lieu.

Paid Adoption Leave (new): 12 weeks at the difference between regular salary and UIC benefit. Employer maintains health and welfare benefits for 17 weeks.

Sabbatical Leave: Effective July 1, 1989, 70% (60%) of nominal salary.

Scholarly/Professional/Research Achievement Awards:	Effective in 1988, 90 awards of \$1,000 each for scholarly achievements (unchanged). Effective in 1989, plan includes 6 awards of \$1,000 for professional achievements for instructor and librarian, and 10 awards of \$10,000 for research achievements for eligible faculty employees (new).
Reduced Time Employee:	<u>Long Service Employee</u> - Employee aged 55 (60) years or more with 10 years of full-time service, may apply for reduced time employment at 50% (unchanged) of nominal salary, plus an additional 3% (1.5%) per year of service over 10 years to a maximum of 15 (20) years of full-time service.
<u>University of Guelph - Staff Association (Ind.) (office, clerical, laboratory and technical employees):</u> A 12-month renewal agreement effective from July 1, 1988 to June 30, 1989, covering 870 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.	
Wages:	Effective <u>July 1/88</u>
	General Increase 5.5%
	<u>Weekly Rates</u> 35 hours per week
	Receptionist/Typist \$268.07-\$325.77 (\$254.10-\$308.79)
	MTS VI \$603.71-\$811.64 (\$572.24-\$769.33)
	Maximum rates are reached on merit.
Shift Premium:	0-30¢-55¢ (0-25¢-49¢).
Merit Pool:	Equal to .5% (.7%) of gross salaries of bargaining unit employees.
Paid Vacation:	4 weeks after 9 (10) years of service, 5 weeks after 17 (20) years and 6 weeks after 28 years (new).
Paternity Leave (new):	3 days' paid leave.
Health and Welfare:	<u>Major Medical</u> - Coverage is extended to include out-of-province emergency medical and travel related expenses (new). <u>Vision</u> - Maximum claim is \$150 (\$100) per person every 2 years.

AMUSEMENT AND RECREATION SERVICES

Association of Canadian Film and Television Producers (ACFTP), Canadian Film and Television Association (CFTA), National Film Board of Canada (NFB), and Association des Producteurs de Film et de Video du Quebec (APFVQ), Canada-wide - Canadian TV and Radio Artists (ACTRA) (CLC): Two 26½-month renewal agreements effective from October 17, 1988* to December 31, 1990, covering 3,000 Ontario freelance writers and performers, settled at the bargaining stage. Duration of negotiations - 21 months.

* Previous agreement expired December 31, 1986.

Minimum Fees:	Effective	<u>Oct. 17/88</u>	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>
Increases		3%, except 7% for certain categories of work, including Performers On-Camera	4%	4%

Writers Script Fee

Teleplay (60 minutes)	\$9,177.00 (\$8,910.00)	\$9,544.00	\$9,926.00
Screenplay contracted by installments	\$30,489.00 (\$29,601.00)	\$31,708.50	\$32,977.00

Performers On-Camera

Hourly Rates

Principal Actor	\$41.75 (\$39.02)	\$43.50	\$45.25
Actor	\$28.00 (\$26.17)	\$29.00	\$30.25
Extra	\$12.00 (\$11.21)	\$12.75	\$13.25

Minimum fees shown are selected from a wide range of fees depending on type of work, media used, length of programme and skills involved. Additional fees include production fees for writers which are a percentage of the producer's production costs, and royalty payments, residual fees for performers when a programme is issued beyond the basic use entitlement.

SERVICES TO BUSINESS MANAGEMENT

Bell Canada, Tele-Direct (Publications) Inc. Division at Ottawa, Sudbury, Thunder Bay, Toronto and Waterloo - Canadian Telephone Employees (Ind.) (clerical and associated employees): A 24-month renewal agreement effective from September 27, 1988 to September 30, 1990, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 27/88</u>	<u>Oct. 1/89</u>
Increases		3.5%-7.6%	4.5%
Additional Adjustments	Certain classifications deleted, new classifications added		
Clerk Grade 4	\$7.29-\$10.83 (\$7.01-\$10.31)		\$7.62-\$11.32
Senior Media Representative (new)	\$10.09-\$17.20		\$10.54-\$17.98

Maximum rate for Clerk Grade 4 is reached after six 6-month increases, and for Senior Media Representative after nine 6-month

increases, based on merit.

COLA: 1% per 1% increase in the CPI - 1981=100 from the March 1988 index to the March 1989 index. Triggered at 5.5% (7.5%) and folded into wages (payable as a lump sum). (Basic formula is unchanged. Formula did not trigger.)

Paid Vacation: 3 (2) weeks after 1 year of service.

Bereavement Leave: Up to 3 days' paid leave during the 5 (3) calendar days immediately following the day of the death.

Bell Canada, Tele-Direct (Publications) Inc. Division at Toronto, Mississauga and Waterloo - Local 131, Office and Professional Employees (AFL-CIO/CLC) (sales representatives): A 36-month renewal agreement effective from August 1, 1988 to July 31, 1991, covering 259 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 1/89</u>	<u>Aug. 1/90</u>
	Increases to Base Wage Rates*		
	Telephone Sales Representative	5.2%	6.1%
	Premise Sales Representative	4.2%	4.9%
	* Employees receive base wages plus commission.		

Paid Vacation: 3 weeks during first (third) year of service and 6 weeks during 29th (25th) year.

Travel Time Allowance: 30 minutes per 25 kilometers or fraction thereof up to 80 km, and 20 minutes thereafter, when required to travel by the employer. (Previously, 20 minutes per 75 km up to 80 km and 20 minutes per 20 km thereafter.)

FEDERAL ADMINISTRATION

Treasury Board of Canada - Economists and Related Employees (Ind.): A 24½-month renewal agreement effective from February 1, 1988 to February 15, 1990, covering 1,720 Ontario employees, settled at the bargaining stage. Duration of negotiations - 6½ months.

Wages:	Effective	<u>Feb. 1/88</u>	<u>Feb. 16/89</u>
	General Increases	3.75%	3.5%
	<u>Annual Rates</u>		
	ES-2 5 levels	\$30,951-\$35,105 (\$29,832-\$33,836)	\$32,034-\$36,334
	ES-7 4 levels	\$63,542-\$69,240 (\$61,245-\$66,737)	\$65,766-\$71,663

Maximum rates are reached on merit.

Call Back Pay: Minimum 4½ (3) hours pay at applicable hourly rate.
 Paid Vacation: Effective April 1, 1989, 5 weeks after 19 (20) years of service.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (administrative services category): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 6,753 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Jan. 1/88
 General Increase 4.02% plus
 \$4.80 per week

Additional Adjustments

Effective July 1, 1988, 4% for Indian Development Officer, 2% for Property Assessor 1, 2 and 3, and 3% for Occupational Health and Safety Inspector 1 and 2.

Weekly Rates

36½ hours per week

Travel Counsellor 2 \$434.33-\$483.19
 (\$412.93-\$459.90)

Technical Consultant 1 \$897.69-\$1,099.65
 (\$858.38-\$1,052.54)

Maximum rates are reached in annual steps on merit.

Provincial Schools Authority, province-wide - Provincial Schools Teachers (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 283 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Oct. 1/88</u>
	General Increases	2%	2.84%
	Teacher- Category E1 0-5 years	\$17,849-\$24,756 (\$17,499-\$24,271)	\$18,356-\$25,460
	Teacher- Category E4/S1 0-9 years	\$23,680-\$39,827 (\$23,216-\$39,046)	\$24,354-\$40,959
	Teacher- Category E7/S4 0-10 years	\$29,549-\$49,730 (\$28,970-\$48,755)	\$30,390-\$51,144

Note: Salary grids shown above do not include the \$1,600 (unchanged) classroom allowance for all teachers on permanent contract.

Health and
Welfare:

Life Insurance - Maximum benefit is \$37,000 (\$33,000).

Dental - Coverage continues to be based on current year's ODA fee schedule.

ADDENDA

April 1988 Settlement

TRANSPORTATION EQUIPMENT

Rockwell International of Canada Ltd. at Tilbury - Local 1941, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from June 4, 1988 to June 3, 1991, covering 400 employees, settled with mediation assistance and ratified in April 1988. Duration of negotiations - 3 months.

Wages:	Effective	June 4/88	June 4/89	June 4/90
General Increases		75¢	30¢	30¢
Skilled Trades Adjustments		50¢	25¢	25¢
Additional Adjustments	Some reclassifications			
Job Class 2 (includes Tool Crib) (previously in Job Class 1)		\$13.39 (\$12.28)	\$13.69	\$13.99
Job Class 8 (includes Electrician)		\$15.50 (\$14.25)	\$16.05	\$16.60

Lump Sum Settlement Payment: \$300 per active employee as of April 30, 1988.

Profit Sharing Plan: Minimum guarantee of \$300 per quarter per employee, with formula based on 5 factors: profitability, efficiency, quality, scrap and a suggestion programme. (Previously \$1 per hour, not guaranteed.)

Christmas Bonus: 40 hours' pay at straight time rate for eligible employee with 3 or more years of service, 30 hours' pay after 1 year, and 20 hours' pay after 6 months (unchanged).

Shift Premium: 0-35¢-35¢ (0-30¢-30¢).

Lead Hand Premium: Employee receives the equivalent of Job Class 6 rate. (Previously, 25¢ above the highest classification in the group.)

Paid Absence Allowance: 5 (4) paid days after 20 years of seniority and 4 days after 1 year of seniority (unchanged).

Health and Welfare: Life Insurance and AD & D - Benefit is \$20,000 (\$18,000). Effective June 1, 1989, \$22,000. Effective June 1, 1990, \$23,000.

Life Insurance for Retirees - Benefit is \$2,500 (\$1,500).

Weekly Indemnity - Benefit is \$260 (\$240). Effective June 1, 1989, \$280. Effective June 1, 1990, \$300.

Vision - Maximum claim is \$70 (\$60) per family member every 2 years.

Continuation of Benefits for Retirees (new) - Employer pays 100% of premium costs for OHIP, major medical, drug and dental plans.

Pension Plan: Basic Benefit - \$18 (\$16) per month per year of service.
Effective June 1, 1989, \$19. Effective June 1, 1990, \$20.

Supplemental Benefit - \$18 (\$16) per month per year of service.

30-and-Out (new) - Benefit is \$1,200 per month. Effective June 1, 1989, \$1,300. Effective June 1, 1990, \$1,400.

Safety Shoe Allowance: Maximum \$55 (\$50) per year. Effective June 4, 1989, \$60.
Effective June 4, 1990, \$65.

May 1988 Settlement

CONSTRUCTION

Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario, province-wide - Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (non-ICI linework): A 23-month renewal agreement effective from May 24, 1988* to April 30, 1990, covering 350 employees, settled with mediation assistance and ratified in May 1988. Duration of negotiations - 5 months.

* Previous agreement expired April 30, 1988.

Package:	Effective	May 24/88	May 1/89
General Increases		\$2	\$1
<u>Journeyman Lineman</u>			
Local 402, Thunder Bay		\$25.93 (\$23.93)	\$26.93
Local 353, Toronto		\$27.06 (\$25.06)	\$28.06

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension funds and other funds as follows: Local 353 - 10¢ to SUB, CCO - 2¢, education - 2¢, promotion - 1¢, sports and recreation - 2¢, union dues - 10¢; Local 402 - CCO - 2¢ and education - 2¢.

June 1988 Settlement

ELECTRICAL PRODUCTS

Phillips Cables Limited at Brockville - Local 510, Communications-Electrical Workers (CLC): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 380 employees, settled at the bargaining stage and ratified in June 1988. Duration of negotiations - 2 months.

Wages:	Effective	July 1/88	July 1/89
--------	-----------	-----------	-----------

General Increases	50¢ on day work rates	50¢ on day work rates
Additional Adjustments	*	
Base Classification	\$13.60 (\$12.35)	\$14.10
Machinist- Mechanic 1	\$15.15 (\$13.55-\$13.90)	\$15.65

* Incentive plan eliminated; single wage rate for each classification established; one-time adjustment of 75¢ to indirect labour classifications and \$1.25 to direct production classifications. Previously, maximum day work rates were reached on the basis of 5¢ per hour for each 10 consecutive payroll weeks in the classification.

COLA: 1¢ per 0.34 point increase in the CPI - 1971=100, using the July 1988 index as the base. Triggered at 5% each year. Adjusted quarterly. (Basic formula is unchanged. Formula did not trigger.)

Flexible Worker Plan (new): Employer will provide training for a maximum of 4 additional skills. Eligible employee will receive a premium of 50¢ per hour worked in each classification requiring an additional skill.

Paid Vacation: 4 weeks after 10 (12) years of service.

Paid Holidays: 1 (½) day on Christmas Eve for a total of 11½ (11) days.

Bereavement Leave: Maximum 3 days' paid leave upon death of common-law spouse (new).

Health and Welfare: Dental - Employer pays 100% of premium costs for orthodontic coverage, with 50%-50% co-insurance and a maximum annual claim of \$1,500 per family member (new). Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Basic Benefit - \$18 (\$17) per month per year of service. Effective July 1, 1989, \$19.

Special Early Retirement Option - Maximum 5 eligible employees per contract year may retire on full pension, with application acceptance based on seniority. (Previously, no maximum.)

July 1988 Settlements

FOOD AND BEVERAGE

Steinberg Inc., Trillium Meats Division at Etobicoke - Local 633, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 22, 1988 to June 22, 1990, covering 400 employees, settled at the bargaining stage and ratified in July 1988. Duration of negotiations - 2 months.

Wages:	Effective	June 22/88	June 22/89
General Increases	70¢ per hour		55¢ per hour

Weekly Rates

40 hours per week

Meat Processor 0-15 months	\$340.73-\$559.04 (\$312.73-\$531.04)	\$362.73-\$581.04
Journeyman Meatcutter	\$644.90 (\$616.90)	\$666.90
Certified Licensed Tradesman	\$698.00 (\$670.00)	\$720.00

Additional Adjustments - Casual worker reclassified as General Help; part-time employee classification established.

Economic
Adjustments: Eight quarterly payments of \$150 each for eligible full-time employees (unchanged).

HEALTH AND WELFARE SERVICES

Victoria Hospital Corporation at London - Local 468, Office and Professional Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1988 to March 31, 1990, covering 469 employees, settled at the bargaining stage and ratified in July 1988. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	Increases	50¢ or 60¢ depending on level	48¢ or 53¢ depending on level
	Level 1 (File Clerk)	\$8.90-\$9.517 (\$8.400-\$9.017)	\$9.380-\$9.997
	Level 7 (includes Equipment Control Officer)	\$11.376-\$13.246 (\$10.876-\$12.746)	\$11.856-\$13.726

Maximum rate for File Clerk is reached after 5 years and for Equipment Control Officer, after 6 years.

Paid Holidays: Effective in 1989, Easter Monday is added for a total of 12 (11) days.

Paid Vacation: 4 weeks after 8 (10) years of service. Effective in 1989, 5 weeks after 15 (17) years and 6 weeks after 25 years (new).

Health and
Welfare: Vision - Effective April 1, 1989, maximum claim is \$90 (\$60) per person every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

August 1988 Settlements

CLOTHING

Toronto Cloak Manufacturers' Association - Locals 14, 83 and 92, Ladies Garment Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1988 to June 30, 1991, covering 250 employees, settled at the conciliation officer stage and ratified in August 1988. Duration of negotiations - 6 weeks.

Wages:	Effective	<u>July 1/88</u>	<u>July 1/89</u>	<u>July 1/90</u>
	General Increases	3%	4%	4%
	<u>Minimum Wage Scale - Craft</u>			
	General Hand	\$5.80 (\$5.63)	\$6.03	\$6.27
	Skilled Cutter/ Presser	\$8.63 (\$8.38)	\$8.93	\$9.34
Sick Leave:	Benefit is \$85 (\$75) per week. Effective July 1, 1989, \$90. Effective July 1, 1990, \$95.			
Health and Welfare:	<u>Drugs</u> - Coverage is extended to family members (new). <u>Dental (new)</u> - Allocation from the health and welfare fund. Maximum claim is \$250 per person per year, with 50%-50% co-insurance.			
Pension Plan:	Effective January 1, 1989, benefit is \$135 (\$125) per month.			

TRANSPORTATION

Ottawa-Carleton Regional Transit Commission at Ottawa - Local 279, Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance employees): A 36-month renewal agreement effective from January 1, 1988 to December 31, 1990, covering 1,700 employees, settled at the conciliation officer stage and ratified in August 1988. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>
	General Increases	4.25%	4.5%	4.75%
	Building Services Attendant	\$13.43 (\$12.88)	\$14.03	\$14.70
	Operator	\$14.63 (\$14.03)	\$15.29	\$16.02
	Licensed Mechanic	\$17.17 (\$16.47)	\$17.94	\$18.79

COLA: Effective January 1, 1990, 1% per 1% increase in the Ottawa CPI - 1981=100, using the December 1989 index as the base. Triggered at 6.82%. Payable as a lump sum for all hours worked in 1990. (Basic formula is unchanged.)

Shift Premium: 0-30¢-30¢ (0-20¢-25¢) for garage and plant employees only.

Health and
Welfare:

Vision - Effective August 25, 1988, maximum claim is \$100 (\$75) every 2 years. Effective January 1, 1990, \$125.

Dental - 80%-20% (50%-50%) co-insurance for major restorative coverage.

Continuation of Benefits (new) - Employer pays 100% of premium costs for health and insurance benefits for early retirees to age 65.

Survivor Benefits - Effective December 31, 1990, employer pays 100% of premium costs for spouse/orphan benefits. (Previously, employee paid 100% of premium costs.)

Pension Plan:

Employer Contribution - 7.5% based on the average salary. (Previously, dependent on the performance of the fund.)

Basic Benefit - Benefits will be updated annually and based on the best 5 years salary of the previous period. (Previously, negotiated adjustments at the end of the agreement.)

Pension Indexing - Extended to all retirees to a maximum increase of 3% per year. (Previously, only employees with service prior to 1981 were eligible.)

Safety Shoe
Allowance:

\$75 (\$65) per year.

Tool Allowance:

\$175 (\$125) per year.

Meal Allowance:

\$5.50 (\$5.25) after 12 hours of work. Effective January 1, 1989, \$5.75. Effective January 1, 1990, \$6.

EDUCATION AND RELATED SERVICES

Toronto City Board of Education - Central Ontario Building and Construction Trades Council (AFL-CIO and CFL): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 350 employees, settled with mediation assistance and ratified in August 1988. Duration of negotiations - 8 months.

Wages:

	Effective	Jan. 1/88	July 1/88	Jan. 1/89	July 1/89
General Increases	35¢* plus 4%		1%	4%	1%
Plasterers' Labourer	\$16.17 (\$15.20)		\$16.33	\$16.98	\$17.15
Sheetmetal Worker	\$19.56 (\$18.46)		\$19.76	\$20.55	\$20.76

* 35¢ increase effective December 31, 1987, 11:59 p.m.

The following changes are effective August 1988, unless stated otherwise.

Supervisory
Premium Pay:

78¢ (75¢) per hour for Leadhand, \$1.05 (\$1) for Assistant Trade Supervisor and \$1.31 (\$1.25) for Substitute Trade Supervisor. Effective January 1, 1989, 82¢, \$1.10 and \$1.37 respectively.

Special Work Premium Pay:	45¢ (40¢) for vinyl installation, sign writing, spray painting, and for Boiler Maker working in hot or dirty boiler; 45¢ (new) for Pipe Coverer removing asbestos and for Roofer using safety equipment for pitch; and 35¢ (30¢) for working on a swing stage.
Paid Vacation:	Effective June 30, 1989, 6 weeks after 26 (27) years of service.
Health and Welfare:	<p>The following changes are effective October 1, 1988, unless stated otherwise.</p> <p><u>Life Insurance</u> - Employer pays 75% of premium costs for the maximum benefit of \$120,000 (\$100,000).</p> <p><u>LTD</u> - Employer pays 100% (75%) of premium costs.</p> <p><u>Vision</u> - Maximum claim is \$150 for medically prescribed contact lenses and \$75 for eyeglasses per person every 2 years.. (Previously, \$75.)</p> <p><u>Hearing</u> - Maximum claim is \$500 (\$400) per person every 3 years.</p> <p><u>Dental</u> - Coverage is based on 1987 (1986) ODA fee schedule. Effective January 1, 1989, the 1988 ODA fee schedule.</p>
Travelling Allowance:	\$1.52 (\$1.45) per move when transporting own tools and equipment between job sites within city limits. Effective January 1, 1989, \$1.59.
Tool Insurance Allowance:	\$30 (\$24) per calendar year.
Clothing Allowance (new):	\$40 per calendar year.

HEALTH AND WELFARE SERVICES

Ottawa-Carleton Regional Health Unit at Ottawa - Employees Association (Ind.): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 250 employees, settled at the bargaining stage and ratified in August 1988. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/88</u>
	General Increase	4.3%
	Group 1 (RNA)	\$11.68-\$13.74 (\$11.20-\$13.17)
	Group 12 (Health Planning Officer)	\$21.85-\$26.06 (\$20.95-\$24.99)
	Maximum rates are reached on merit.	

Paid Vacation: 6 weeks after 25 (28) years of service.

Health and
Welfare: Vision (new) - Effective September 29, 1988, employer pays 100% of premium costs. Maximum claim is \$150 per person every 2 years.

Dental - Effective September 29, 1988, employer pays 100% of premium costs for the Blue Cross Rider #4, or equivalent, with 50%-50% co-insurance, a maximum annual claim of \$1,000 per person, and a maximum lifetime claim of \$3,000 per person (new).

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
OCTOBER 1988



OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October, 1988 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

Contents

	Page
Highlights	i
Index to Settlements Reported	347
October 1988 Settlements	
Leather	350
Textile	350
Primary Metal	351
Electrical Products	352
Transportation	353
Communication	355
Retail Trade	357
Finance, Insurance and Real Estate	362
Education and Related Services	362
Federal Administration	369
Provincial Administration	371
Addenda	
July 1988 Settlement	372
September 1988 Settlements	373

Highlights

School Boards

A settlement was reached in direct talks to renew agreements that expired August 31, 1988 between the six metropolitan Toronto school boards and their 8,029 secondary school teachers. All salaries and responsibility allowances were increased by 5.04% under the new one-year agreements. A Category IV Teacher at the maximum of the salary grid after 10 years of service now earns \$53,718 per year.

Benefit improvements were made effective December 1, 1989, and included an increase in the employer's share of the OHIP and dental premiums to 90% and 75% respectively. Coverage for the dental plan was upgraded to the 1987 ODA fee schedule and for vision care to \$100 per person every 2 years.

Communication

A labour dispute between Bell Canada and the Communications-Electrical Workers was resolved with the renewal of two agreements to run until November 1990. The agreements cover 11,500 Ontario operator services, dining service, and craft and services employees.

All employees received a 5% wage increase retroactive to late 1987, 4.5% in late 1988 and 5% in late 1989. Operators received an additional \$10 per week increase to their top rate on November 13, 1988, bringing it to \$494.82. The COLA formula from the previous agreements continues, triggered into operation after a 5.5% increase in the CPI from June 1988 and once again after a 6% increase in the CPI from June 1989.

Pension indexing was introduced for both early and normal retirement age retirees. Payments will be based on the percentage increase in the CPI, to a maximum 2% for early retirees and to a maximum 4% for normal retirees.

Other negotiated monetary changes included:

- higher overtime pay after 2 hours
- improved vacation entitlement for short and long service employees
- higher claim for vision care
- updating of the fee schedule for dental plan claims.

Ontario Government

Three 12-month renewal agreements covering a total of 25,000 public servants were ratified in October. All three settlements involved a two-stage wage increase. The office administration group, which is the largest bargaining unit in the Ontario government, agreed to an increase of \$10.15 per week plus 2.247% retroactive to January 1, 1988 and a further 0.4% non-compounded retroactive to July 1, 1988. The impact of the settlement on the base classification, Operator 2, Microfilm, was a 5.6% salary increase. The salary of the highest paid classification, Supreme Court Reporter 1, increased 4.2%.

The general operational group settled for a wage increase of 20¢ per hour plus 2.573% retroactive to January 1, 1988, and a further 0.4% non-compounded on July 1. This resulted in a wage increase of 5.2% to the base classification and an increase of 4.1% to the top classification.

The technical services group received \$7.20 per week plus 3.28% effective January 1, 1988 and 0.3% non-compounded on July 1, 1988. The base classification, Library Technician 2, increased a total of 5.6%; the top classification increased a total of 4.5%.

Retail Food

Four more settlements with the Food and Commercial Workers followed the retail food industry pattern of two-year renewal agreements with a 70¢ per hour wage increase in the first contract year and a 55¢ per hour increase in the second year. A total of 16,372 full-time and part-time employees of Canada Safeway, Loblaws Supermarkets, Miracle Food Mart Division of Steinberg and Oshawa Foods Division of Oshawa Group working in various locations across the province were covered by the new agreements.

Under the Canada Safeway, Miracle Food Mart and Oshawa Foods agreements, a provision for quarterly economic adjustments was continued. At Canada Safeway, eligible full-time employees will receive one \$91 payment in 1988, three quarterly payments of \$108 each in 1989, and four payments of \$125 each in 1990; at Oshawa Foods, the existing \$125 payments continue; and at Miracle Food Mart, eligible full-time employees will continue to receive \$150 per quarter.

Changes were negotiated to pensions under 2 of the 4 agreements. Canada Safeway's contribution to the union pension fund will increase from 35¢ per hour to 41¢ effective December 31, 1989.

At Loblaws, the company pension plan was amended from a non-contributory to a contributory plan. Beginning in 1990, employees will contribute 0.5% of gross annual earnings, and in 1991, 1%. Another major change to be introduced in 1990 is indexing of pensions based on a formula involving the annual increase in the CPI. Employees retired prior to the introduction of indexing will receive a special monthly payment in lieu of indexing.

Index to Settlements Reported, October 1988

Employer and Location	Union	Page
Air Canada, system-wide	Cdn. Auto Workers (CLC) (full-time and part-time sales department empls.)	353
Bata Industries Ltd., Bata Footwear Div., Batawa and Trenton	Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse empls.)	350
Bell Canada, Ont., Que. and NWT	Communications-Electrical Workers (CLC) (operator services and dining service empls., and craft and services empls.)	355
Canada Safeway Ltd., Thunder Bay	Food and Commercial Workers (AFL-CIO/CLC)	357
Canadian Mining and Energy Corp., Port Hope	United Steelworkers (AFL-CIO/CLC)	351
Consolidated Fastfrate Transport Inc., Toronto	Teamsters (AFL-CIO)	354
Courtaulds Fibres Canada, Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	350
East York Borough and The Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	362
Frontenac-Lennox and Addington County Roman Catholic Separate School Board, Kingston	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	363
General Signal Limited, Edwards Unit, Owen Sound	United Steelworkers (AFL-CIO/CLC)	352
Giant Yellowknife Mines Ltd., Schumacher, Ross and Pamour 1 Mines, Timmins	United Steelworkers (AFL-CIO/CLC) (mine and plant empls.)	372
Huron County Board of Education, Clinton	Ont. Secondary School Teachers' Fed. (Ind.)	364
Kingston Spinners (Canada) Inc, Kingston	Clothing and Textile Workers (AFL-CIO/CLC)	351
Kraus Carpet Mills Ltd., Chrome Print and Varichrome Yarns, Waterloo	Food and Commercial Workers (AFL-CIO/CLC)	373
Lindsay Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	353

Index to Settlements Reported, October 1988

Employer and Location	Union	Page
Loblaws Supermarkets Ltd., various Ontario centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	358
Metropolitan Separate School Board, Toronto	CUPE (CLC) (full-time, part-time and temporary maintenance, services and plant operation empls.)	365
Metropolitan Toronto Assn. for Community Living, Residential Services and Vocational and Industrial Services	CUPE (CLC) (full-time and part-time empls.)	374
National Research Council of Canada, Ottawa	Professional Institute (Ind.)	369
Norfolk Board of Education, Simcoe	Ont. Secondary School Teachers' Fed. (Ind.)	366
Norfolk Board of Education, Simcoe	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	365
Ontario Blue Cross, Toronto	OHA/Blue Cross Employees' Assn. (Ind.) (office and clerical empls.)	362
Ontario Government	Ontario Public Service Employees (NUPGE) (CLC) (technical services category)	372
Ontario Government	Ontario Public Service Employees (NUPGE) (CLC) (general operational services category)	371
Ontario Government	Ontario Public Service Employees (NUPGE) (CLC) (office administration group)	371
Oshawa Group Ltd., Oshawa Foods Div., Toronto and other southern Ontario centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	359
Ottawa Board of Education	CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	367
Scarborough City Board of Education	CUPE (CLC) (full-time and part-time operations and maintenance empls.)	367
Scarborough City Corp.	Intl. Fire Fighters (AFL-CIO/CLC)	375

Index to Settlements Reported, October 1988

Employer and Location	Union	Page
Steinberg Inc., Miracle Food Mart Div., various locations throughout southern Ont.	Food and Commercial Workers (AFL- CIO/CLC) (full-time and part-time retail food empls.)	361
Treasury Board of Canada	Public Service Alliance (CLC) (education group)	370
Treasury Board of Canada	Professional Institute (Ind.) (physical sciences group)	369
Wellington County Board of Education, Guelph	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	368

LEATHER

Bata Industries Limited, Bata Footwear Division at Batawa and Trenton - Local 1979, Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse employees): A 24-month renewal agreement effective from October 4, 1988 to October 3, 1990, covering 600 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 4/88</u>	<u>Oct. 4/89</u>
	General Increases*	4.5%	4.5%
	Cleaner	\$6.66 (\$6.37)	\$6.96
	Leather Dispatcher	\$9.74 (\$9.32)	\$10.18

* Applies to hourly and piecework rate schedules.

COLA Provision:	25¢ per hour "add on" (unchanged).
Paid Vacation:	4 weeks after 10 (15) years of service.
Health and Welfare:	<u>Weekly Indemnity</u> - Payable on a 1/1/5/26 (1/1/8/26) basis.
Pension Plan:	<u>Basic Benefit</u> - \$12 (\$10.50) per month per year of service.
Safety Shoe Allowance:	\$50 (\$35) per year.
Tool Allowance (new):	Maximum \$150 per year.

TEXTILE

Courtaulds Fibres Canada, previously Courtaulds (Canada) Inc. at Cornwall - Local 779 Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 241 employees, settled during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/88</u>	<u>May 1/89</u>
	General Increases	95¢	80¢
	Skilled Trades Adjustment	10¢	
	Labourer	\$11.26 (\$10.31)	\$12.06
	Stationary Engineer 2nd Class	\$13.81 (\$12.76)	\$14.61

Call Back Pay:	Minimum 5 (4) hours at straight time rate for day worker.
Paid Vacation:	3 weeks after 6 (7) years of service and 4 weeks after 12 (13) years.

Health and
Welfare:

Life Insurance - Benefit is \$15,000 (\$13,000).

Dental (new) - Effective November 1, 1988, employer pays 100% of premium costs for basic plan. Coverage is based on the 1987 ODA fee schedule.

Pension Plan:

Basic Benefit - \$8.50 (\$7.50) per month per year of service. Effective May 1, 1989, \$8.75.

Kingston Spinners (Canada) Inc. at Kingston - Local 1881, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 5, 1988 to August 4, 1990, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	Aug. 5/88	Aug. 5/89
	Increases	8% or 63¢ whichever is greater	8% or 68¢ whichever is greater
	Maintenance Labourer	\$8.34 (\$7.71)	\$9.02
	Engineer 4th Class	\$9.50 (\$8.80)	\$10.26

Shift Premium: 0-18¢-23¢ (0-15¢-20¢). Effective August 5, 1989, 0-20¢-25¢.

Health and
Welfare:

Life Insurance - Effective August 5, 1989, employer pays 60% (50%) of premium costs.

Dental (new) - Effective December 1, 1988, employer pays 100% of premium costs. Maximum annual claim is \$500 per family member, with 50%-50% co-insurance.

Meal Allowance: Effective August 5, 1989, \$3 (\$2.50) after 2 hours of unscheduled overtime.

Safety Shoe Allowance: \$28 (\$24) per year. Effective August 5, 1989, \$32.

Tool Allowance (Fixers): \$4 (\$3) per week. Effective August 5, 1989, \$5.

PRIMARY METAL

Canadian Mining and Energy Corporation, previously Eldorado Resources Limited at Port Hope - Local 13173, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1988 to June 30, 1991, covering 228 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 30/88	July 1/89	July 1/90
	General Increases	20¢	20¢	20¢
	COLA Fold-in	\$1.042		
	Job Class Increment	18.5¢ (18¢)	19¢	19.5¢

Job Class 4 (Laundry Operator)	\$12.892 (\$11.635)	\$13.107	\$13.322
Job Class 23 Instrument/ Electrical	\$16.407 (\$15.055)	\$16.717	\$17.027

Lump Sum Payment: \$250 per employee, in lieu of retroactivity.

COLA: 1¢ per 0.3 point increase in the CPI - 1971=100, using the August 1988 index as the base. Adjusted quarterly and folded into wage July 1, 1990. (Basic formula is unchanged.)

Shift Premium: 0-35¢-55¢ (0-30¢-45¢).

Lead Hand
Premium: 50¢ (40¢).

Paid Vacation: Effective in 1989, 4 weeks after 8 (10) years of service and 5 weeks after 22 (25) years.

Health and
Welfare: Life Insurance and AD & D - Effective October 30, 1988, benefit \$30,000 (\$20,000). Effective July 1, 1989 and 1990, \$35,000 and \$40,000 respectively.

LTD - Effective October 30, 1988, benefit is \$900 per month, payable following exhaustion of weekly indemnity benefit. (Previously, covered by disability pension under the pension plan.)

Dental - Effective July 1, 1989, major restorative services are added with 75%-25% co-insurance (new). Coverage is based on the current year's ODA fee schedule.

ELECTRICAL PRODUCTS

General Signal Limited, Edwards Unit at Owen Sound - Local 7466, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1988 to September 30, 1990, covering 245 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Oct. 1/88	Mar. 30/89	Oct. 1/89	Mar. 30/90
	General Increases	40¢	10¢	40¢	10¢
	Additional Adjustments	some reclassifications			
	Job Class Increment 3-19				17¢ (16¢) for job grades
	Grade 2 (includes Assembler)	\$9.40 (\$9.00)	\$9.50	\$9.90	\$10.00
	Grade 19 (Tool and Die Maker)	\$12.12 (\$11.72)	\$12.22	\$12.62	\$12.89

Shift Premium: 0-50¢-55¢ (0-45¢-50¢).

Health and Welfare: Weekly Indemnity - Benefit is equivalent to UIC maximum (previously, maximum \$245).

Dental (new) - Employer pays 100% of premium costs of Blue Cross #9 for employees only. Coverage is based on the 1986 ODA fee schedule. Effective October 1, 1989, the 1987 ODA fee schedule.

Pension Plan: Basic Benefit - \$11 (\$10.50) per month per year of service. Effective October 1, 1989, \$11.50.

Disability Benefit - Benefit is minimum \$250 (\$100) per month, plus \$150 supplement for employee with 10 or more years of service.

Lindsay Specialties Limited, previously J.E. Thomas Specialties Limited at Lindsay - Local 921, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 2, 1988 to October 1, 1991, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Oct. 2/88	Oct. 2/89	Oct. 2/90
	Increases	3.8%-8.2%	3%-6.4%	3%-6.3%
	Class A	\$8.62 (\$7.97)	\$9.17	\$9.68
	Tool and Die Maker, after 5 years	\$13.58 (\$13.08)	\$13.98	\$14.40

Health and Welfare: Life Insurance - Benefit is \$16,000 (\$12,000). Effective October 2, 1989, \$17,000. Effective October 2, 1990, \$18,000.

LTD - Benefit is \$2,000 per month to a maximum of 30 (24) months.

Major Medical - Coverage extended to include visits to a licensed chiropractor.

Vision - Maximum claim is \$150 (\$100) every 2 years.

Pension Plan: Basic Benefit - \$9.75 (\$9.00) per month per year of service. Effective October 2, 1988, \$10.50. Effective October 2, 1990, \$11.50.

TRANSPORTATION

Air Canada, system-wide - Local 2213, Canadian Auto Workers (CLC) (full-time and part-time sales department employees): A 24½-month renewal agreement effective from September 19, 1988 to September 30, 1990, covering 1,115 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Sept. 19/88	Sept. 18/89
	General Increases	4%	5%
	Additional Adjustment	\$2.21 per week to maximum step of scale	

Customer Sales and	\$7.03*-\$15.40	\$7.39-\$16.17
Service Agent	(\$6.76-\$14.76)	

Maximum rate is reached after nine 26-week increases. (Unchanged for full-time employee; previously after nine annual increases for part-time employee.)

* Post-probation rate of \$8.10 (\$7.79) per hour is reached after 26 weeks worked at the start rate quoted above. Effective September 18, 1989, \$8.51.

Health and
Welfare:

CAW Group Disability Plan (new) - Employer contributes \$40 per full-time employee and \$20 per part-time employee per year.

Major Medical - Plan is extended to cover the cost of hyperbaric oxygen treatment (new).

Vision - Maximum claim is \$125 (\$90) every 2 years.

Dental - Maximum annual claim is \$1,250 (\$1,000).

Pension Plan:

Early Retirement - Employee age 57 may retire with no actuarial reduction. Retiree may elect to pay premium costs for continued Major Medical and Dental coverage to age 65.

Pension Indexing (new) - The amount of income protection paid each January 1 from 1989 to 1992 is equal to 50% of the annual increase in the CPI, to a maximum of 4%. Payable to retirees aged 60 or more.

Cleaning
Allowance:

Effective October 1, 1988, \$18 (\$15) per month for uniforms.
Effective October 1, 1989, \$20.

Consolidated Fastfrate Transport Inc. at Toronto - Local 938, Teamsters (AFL-CIO): A

36-month renewal agreement effective from October 1, 1988 to September 30, 1991, covering 231 employees, settled at the bargaining stage. Duration of negotiations - 6 weeks.

Wages:

Effective	<u>Oct. 1/88</u>	<u>Oct. 1/89</u>	<u>Oct. 1/90</u>
General Increases	75¢	75¢	75¢
Driver, Checker and Dockman	\$14.99 (\$14.24)	\$15.74	\$16.49

COLA:

10¢ per hour worked or 1¢ per mile driven per 1% increase in the CPI - 1971=100, above the September base in each year of the agreement. Triggered at 5%. Calculated and paid monthly as a lump sum. Total payments made during the first and second year, each divided by 12, will be folded into the base rate October 1, 1989 and October 1, 1990. (Basic formula is unchanged. Formula did not trigger.)

Paid Vacation:

6 weeks after 20 (25) years of service.

Health and
Welfare:

Major Medical - Effective October 1, 1988, employer contributes \$154 (\$142) per employee per month to union administered fund. Effective October 1, 1989, and 1990, \$166 and \$178 respectively.

Pension Plan: Employer Contribution - Effective October 1, 1988, \$220 (\$205) per month per employee to the Teamsters Union Pension Fund. Effective October 1, 1989, \$250. Effective October 1, 1990, up to a maximum of \$279, depending on the actuarial status of the fund.

Safety Shoe Allowance: \$100 (\$45) per year.

COMMUNICATION

Bell Canada, Ontario, Quebec and Northwest Territories - Communications-Electrical Workers (CLC) (operator services and dining service employees, and craft and service employees): Two 25-month renewal agreements effective from October 23, 1988* to November 24, 1990, with wages retroactive to November 25, 1987, for operator services and dining service employees, and effective from October 23, 1988 to November 30, 1990, with wages retroactive to December 1, 1987, for craft and services employees, covering 11,500 Ontario employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 15 months.

* Previous agreement for operator services and dining service employees expired November 24, 1987, and for craft and services employees, November 30, 1987.

Wages: Operator Services and Dining Service

Effective	<u>Nov. 25/87</u>	<u>Nov. 13/88</u>
General Increase	5%	
Additional Adjustments	Some job class adjustments	\$10 on operator top rates

Weekly Rates

Dining Service Attendant	\$289.61-\$361.50 (\$275.82-\$344.29)	\$289.61-\$361.50
Operator	\$309.23-\$484.82 (\$294.50-\$461.74)	\$309.23-\$494.82

Effective	<u>Nov. 25/88</u>	<u>Nov. 25/89</u>
General Increases	4.5%	5%
Dining Service Attendant	\$302.64-\$377.77	\$317.77-\$396.66
Operator	\$323.15-\$517.09	\$339.31-\$542.94

Craft and Services

Effective	<u>Dec. 1/87</u>	<u>Dec. 1/88</u>	<u>Dec. 1/89</u>
General Increases	5%	4.5%	5%

Weekly Rates

Wage	\$289.84-\$398.30	\$302.88-\$416.22	\$318.02-\$437.03
Schedule 6	(\$276.04-\$379.33)		
(Inquiry Desk Attendant)			

Wage Schedule	\$381.47-\$750.44	\$398.64-\$784.21	\$418.57-\$823.42
1 (includes	(\$363.30-\$714.70)		
Craft Technician)			

Previous rates reflect .08% COLA folded in on September 1, 1987.

Maximum rate for Operator is reached after two 3-month and six 6-month increases, for Dining Service Attendant after three 6-month increases, for Wage Schedule 1 craft and services employees after ten 6-month increases, and for Wage Schedule 6 craft and services employees four 6-month increases.

Lump Sum Settlement Payment: \$500 per employee. Effective January 1, 1989, \$300.

COLA: 1% per 1% increase in the CPI - 1981=100, from the June 1988 index to the June 1989 index, triggered at 5.5% (4%) and folded into wages on September 1, 1989. (Basic formula is unchanged.)

1% per 1% increase in the CPI from the June 1989 index to the June 1990 index, triggered at 6% and folded in on September 1, 1990.

Weekly Differential: Increased by 6% for eligible operators and dining service employees.

Overtime Pay: Effective January 1, 1990, double time after 2 (4) hours of overtime.

Paid Vacation: 3 weeks after 1 (2) year of service and 6 weeks after 25 (30) years.

Health and Welfare: Vision - Maximum claim is \$75 per person every 2 years with no deductible. (Previously, \$60 with \$10 deductible.)

Dental - Coverage is based on the 1986 (1979) ODA fee schedule.

Pension Plan: Pension Indexing (new) - For retiree under age 65, payment is equal to the total basic benefit times the percentage increase in the CPI in the preceding year, to a maximum of 2%. Retiree aged 65 and over receives an increase in the basic benefit based on 60% of the increase in the CPI, with a minimum increase of 2% and a maximum of 4%.

Living and Travel Allowances: Increased by 4% in each contract year.

Safety Footwear Allowance: \$30 (\$15) per year for overshoes, \$80 (\$75) per year for safety boots and \$50 (\$45) per year for safety shoes.

Technological Change: Employee with minimum 6 months of service, who is transferred due to technological change to a lower paid classification, will receive a lump sum payment equal to the difference between the two job rates for a period of 12 (6) months.

Employee Status: Regular part-time employee who works in excess of 80 per cent of full-time hours will be offered regular full-time position.

A temporary employee is defined as an employee hired for a period of 3 weeks to 2 (1) years. Temporary employees shall be entitled to recall and rehiring procedures and shall be automatically reclassified to regular part-time after 2 years of service (new).

302 operator and 600 craft and services regular part-time employees are reclassified to regular full-time positions.

RETAIL TRADE

Canada Safeway Limited at Thunder Bay - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 4, 1988 to September 1, 1990, covering 463 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 4/88</u>	<u>Sept. 4/89</u>
	Increases*	70¢	55¢
	<u>Full-time Employees</u>		
	Clerk A	\$6.98-\$13.97	\$6.98-\$14.52
	0-24 months	(\$6.98-\$13.27)	
	Meat Cutter	\$8.06-\$15.25	\$8.06-\$15.80
	0-36 months	(\$8.06-\$14.55)	
	<u>Part-time Employees</u>	\$4.75**-\$11.30	\$4.75-\$11.85
	0-3700 hours	(\$4.35-\$10.60)	

* Full-time - Increases are pro-rated from no increase on start rates to full increase on maximum rates.

Part-time - Increases are pro-rated from 5¢ to 70¢ effective September 4, 1988 and from 10¢ to 55¢ effective September 4, 1989.

** Increased in accordance with Ontario minimum wage legislation.

Additional Adjustments - Effective October 23, 1988, 5¢ to Head Cashier, Seafood Manager and Deli-Manager maximum rates. Effective September 4, 1989, 10¢. Pharmacy grid revised.

Economic Adjustments: Full-time - One payment of \$91 in 1988 (unchanged); three quarterly payments of \$108 each in 1989 and four quarterly payments of \$125 each in 1990.

Part-time (new) - Four quarterly payments of 5¢ per hour worked from September 4, 1988 and 4 quarterly payments of 10¢ per hour worked from February 12, 1989.

Christmas Bonus: Full-time - 37 hours pay at straight time rate after 1 year of service, 27-3/4 hours pay after 9 months, 18½ hours pay after 6 months and 9½ hours pay after 3 months (unchanged).

Part-time - \$40 after 3 years of service and \$50 after 5 years. (Previously, \$25 after 1 year.)

Sunday Premium (part-time employees): Double time (time and one-half).

Paid Vacation: Effective January 1, 1989, 6 weeks after 23 (25) years of service

Holiday Pay (part-time employees): Minimum 5 hours pay at regular rate after 5 years of service (new).

Health and Welfare: OHIP (part-time employees) (new) - Effective January 1, 1989, employer will reimburse 75% of premium costs for single coverage, and family coverage for single-parent employee with 5 years of service who has worked 600 hours in the previous year.

Dental - Effective January 1, 1989, employer contributes 16¢ (14¢ per hour to jointly administered fund. Effective January 1, 1990 17¢.

Pension Plan: Employer Contribution - Effective December 31, 1989, 41¢ (35¢) per hour to union fund.

Loblaws Supermarkets Limited at various Ontario centres - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 6,000 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	May 1/88	May 1/89
	Increases*	70¢	55¢
	<u>Full-time Employees (Days)</u>		
	Cashier, Service Clerk, Wrapper and Meat Clerk 0-18 months	\$8.38-\$14.36 (\$8.03-\$13.66)	\$8.65-\$14.91
	Meat Cutter 0-24 months	\$8.75-\$15.36 (\$8.40-\$14.66)	\$9.02-\$15.91
	<u>Part-time Employees (Days)</u> 0-48 months	\$6.00-\$11.665 (\$6.00-\$10.965)	\$6.20-\$12.215
	* Increase is pro-rated from 35¢ on the start rate to 70¢ on the maximum rate for full-time employees; increase applies to maximum rate only for part-time employees. Effective May 1, 1989, 27.5¢ to 55¢ for full-time employees; 20¢ to 55¢ for part-time employees.		

Key Premium: Effective October 16, 1988, \$10 (\$7.50) for store closing.

Acting Pay: Effective October 16, 1988, \$1.50 (\$1.05) per hour worked as relief Store Manager.

Health and Welfare: Major Medical - Coverage is extended to include prescribed oxygen (new).

OHIP (part-time employees) - Effective January 1, 1989, employer pays 100% of premium costs for single coverage and family coverage for single-parent employee with 3 years of service who has worked 700 hours in the previous calendar year. (Previously, single coverage for all employees who worked 400 hours in the previous calendar year.)

Pension Plan:

Contributory Plan - Effective January 1, 1990, employee contributes .5% of gross annual earnings. (Previously, non-contributory.) Effective January 1, 1991, 1%.

Benefit - Effective January 1, 1989 for employees whose benefit is integrated with CPP, benefit is 1.25% of year's maximum pensionable earnings (YMPE) plus 1.75% of earnings above YMPE. (Previously, 1.75% of earnings less CPP carve-out.)

Supplemental Benefit - Effective January 1, 1989, for employees who retired prior to January 1, 1986, an additional \$5 per month per year of retirement preceding January 1989 in lieu of indexing. Effective January 1, 1991 for employees who retired prior to January 1, 1988, an additional \$5 per month per year of retirement preceding January 1991.

Pension Indexing (new) - For employees retiring after January 1, 1990, at age 65, pension benefit accrued prior to January 1, 1991, will be adjusted by 75% of the annual increase in the CPI to a maximum increase in the CPI of 10% minus 1%. For all employees retiring after January 1, 1991, pension benefit accrued prior to January 1, 1991 will be adjusted in accordance with this formula which will apply annually thereafter, with adjustments each January.

Mileage
Allowance:

40¢ (35¢) per mile.

Oshawa Group Limited, Oshawa Foods Division at Toronto and other southern Ontario centres - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from July 3, 1988 to July 1, 1990, covering 929 employees, settled with mediation assistance. Duration of negotiations - 1 year.

Wages:

Effective	July 3/88	July 2/89
Increases	70¢ to top rates; 5.291% to all other grid levels, plus an additional 5¢ to the top rate for part-time employees	55¢ to top rates

A. The following rates apply to employees hired after July 1, 1978:

Full-time Employees
0-30 months

Cashier/Wrapper/ Bakery/Sales	\$7.49-\$13.93 (\$7.10-\$13.23)	\$7.49-\$14.48
----------------------------------	------------------------------------	----------------

Grocery-Produce Clerk/ File Maintenance Baker	\$7.63-\$14.61 (\$7.26-\$13.91)	\$7.63-\$15.16
Meat Cutter	\$8.33-\$15.26 (\$7.95-\$14.56)	\$8.33-\$15.81
<u>Part-time Employees</u> 0-48 months	\$5.00*-\$11.20* (\$4.88-\$10.50)	\$5.00-\$11.80

* Effective October 23, 1988.

B. Top rates for employees other than Meat Cutter hired prior to July 1, 1978:

Full-time Employees

Cashier/Wrapper/ Bakery/Sales	\$14.10 (\$13.40)	\$14.65
Grocery-Produce Clerk/ File Maintenance Baker	\$14.81 (14.11)	\$15.36
<u>Part-time Employees</u>	\$11.30 (\$10.55)	\$11.90

C. Rates for part-time employees hired between July 1, 1978 and October 26, 1986:

9-36 months Effective July 2/89, 18-36 months	\$6.75-\$11.25 (\$6.33-\$10.50)	\$8.27-\$11.85
---	------------------------------------	----------------

Rates for part-time employees hired between October 26, 1986 and October 22, 1988:

0-48 months Effective July 2/89, 9-48 months	\$5.21-\$11.25 (\$4.88-\$10.50)	\$6.44-\$11.85
--	------------------------------------	----------------

Additional Adjustments - Effective October 23, 1988, 14¢ to Bread Board Operator maximum rate. Effective July 2, 1989, an additional 14¢. Effective October 23, 1988, 15¢ to Head Cashier maximum rate.

Economic
Adjustments
(full-time
employees):

Eight quarterly payments of \$125 each (unchanged).

Night Premium:

80¢ (65¢) per hour worked between 10 p.m. and 6 a.m., except payable for all hours worked if majority of shift hours fall between 10 p.m. and 6 a.m.

Christmas Bonus:

To be paid in accordance with corporate-wide policy. In the event of a store being sold or franchised, the Christmas bonus would be paid as previously. (Previously: Full-time employees - 37 hours pay at straight time hourly rate after 1 year of service, 27-3/4 hours pay after 9 months, 18 1/2 hours pay after 6 months and 9 1/2 hours pay after 3 months, payable at the 1983 rate of pay. Part-time employees - \$15 after 6 months of continuous service and \$25 after 12 months.)

Acting Pay (part-time employees): Part-time employee relieving on a full-time basis for one full week, receives regular rate plus 25¢ per hour worked. (Previously, the greater of employee's part-time or temporary full-time hourly rate per hour worked.)

Paid Vacation (full-time employees): Effective January 1, 1989, 6 weeks after 23 (25) years of service.

Vacation Pay (part-time employees): 8% of straight time yearly salary after 9 years of service (new).

Health and Welfare: The following changes apply to full-time employees only, unless stated otherwise.

Major Medical - Effective October 23, 1988, employer pays 100% (80%) of premium costs.

Vision - Effective October 23, 1988, maximum claim is \$100 per person every two years, with 50%-50% co-insurance. (Previously, maximum claim was \$150, with 75%-25% co-insurance. Coverage varied according to service provided.)

Dental (full-time and part-time employees) - Employer contributes 15¢ (14¢) per straight time hour worked to the union fund.

Steinberg Inc., Miracle Food Mart Division at various locations throughout southern Ontario - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from June 21, 1988 to June 25, 1990, covering 8,980 employees, settled by voluntary final offer selection*. Duration of negotiations - 2 months.

* An agreement was ratified on June 5, 1988, whereby the parties agreed to accept the monetary terms of settlement between Loblaw's and other major retail food employers and the Food and Commercial Workers.

Wages:	Effective	<u>June 27/88</u>	<u>June 26/89</u>
	Increases**	70¢	55¢
<u>Full-time Employees</u>			
Weekly Rates			
37 hours per week			
Service Clerk		\$276.92-\$504.37	\$287.09-\$524.72
0-12 months		(\$263.97-\$478.47)	
Meat Cutter		\$299.37-\$569.97	\$309.54-\$590.32
0-30 months		(\$286.42-\$544.07)	
<u>Part-time Employees</u>			
Hourly Rates			
0-48 months			
		\$5.00-\$11.21	\$5.10-\$11.76
		(\$4.35-\$10.51)	

** Apply to all full-time and part-time employees. Effective June 27, 1988, full-time wage grids are adjusted to reflect a 35¢ increase on the start rates up to the 70¢ increase on maximum rates. Effective June 26, 1989, grids adjusted 27.5¢ to 55¢. New part-time wage grids are established in each year.

Economic Adjustments: Eight quarterly payments of \$150 each for eligible full-time employee and 10¢ per hour worked for part-time employee (unchanged).

FINANCE, INSURANCE AND REAL ESTATE

Ontario Blue Cross at Toronto - Local 1, OHA/Blue Cross Employees' Association (Ind (office and clerical employees): A 36-month renewal agreement effective from August 24, 1988 to August 23, 1991, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Aug. 24/88</u>	<u>Aug. 24/89</u>	<u>Aug. 24/90</u>
	Increases	*	*	**
	<u>Bi-weekly Rates</u>			
	Grade 40	\$517-\$700	\$544-\$735	\$577-\$780
	3 levels	(\$493-\$666)		
	Grade 46	\$911-\$1,232	\$957-\$1,294	\$1,015-\$1,372
	3 levels	(\$867-\$1,173)		

* Salary grids are increased by 5%. Each employee's salary is adjusted individually from 3% to 8% based on merit.

** Salary grids are increased by 6%. Each employee's salary is adjusted individually from 3% to 9% based on merit.

Maximum rates are reached on merit.

Shift Premium: \$3 (\$2.50) per shift. Effective in 1989 and 1990, \$3.50 and \$4 respectively.

Health and Welfare: Vision - Effective November 1, 1988, coverage is extended to include prescription changes to a maximum claim of \$50 every 2 years (new) in addition to basic coverage of \$150 every 2 years (unchanged).

Lunch Subsidy: 80¢ (75¢). Effective August 24, 1989 and 1990, 85¢ and 90¢ respectively.

Meal Allowance: \$4 (\$3.50) after 2½ hours of overtime. Effective August 24, 1989 and 1990, \$4.50 and \$5 respectively.

EDUCATION AND RELATED SERVICES

East York Borough and The Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): Six 12-month renewal agreements effective from September 1, 1988 to August 31, 1989, covering 8,029 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	5.04%

Teacher-Category I \$25,051-\$43,118
0-10 years (\$23,849-\$41,050)

Teacher-Category IV \$30,112-\$53,718
0-10 years (\$28,667-\$51,140)

Vice-Principal
0-3 years

Junior High School* \$55,460-\$60,699
(\$52,799-\$57,787)

Secondary School \$58,080-\$63,314
(\$55,293-\$60,276)

Principal
0-3 years

Junior High School* \$65,012-\$70,246
(\$61,893-\$66,875)

Secondary School \$67,899-\$73,129
(\$64,641-\$69,620)

* Applies to East York, North York and Toronto Boards of Education only.

Responsibility Allowances: Increased in accordance with the general salary increase.

Health and Welfare: OHIP - Effective December 1, 1988, employer pays 90% (85%) of premium costs.

Vision - Effective December 1, 1988, maximum claim is \$100 (\$75) per person every 2 years.

Dental - Effective December 1, 1988, employer pays 75% (69%) of premium costs. Effective January 1, 1989, coverage is based on the 1987 (1986) ODA fee schedule.

Frontenac-Lennox and Addington County Roman Catholic Separate School Board at Kingston - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 327 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Sept. 1/88	Sept. 1/89
General Increases		4.75%	4.5%
Additional Adjustments		*	*
Teacher-Category D 0-6 years	\$20,200-\$28,977- (\$18,584-\$26,963)		\$21,841-\$31,012
Teacher-Category A1 0-11 years	\$24,934-\$42,078 (\$23,803-\$40,170)		\$26,056-\$43,972
Teacher-Category A4 0-12 years	\$30,356-\$52,398 (\$28,479-\$49,522)		\$32,036-\$55,069

* Categories D, C and B receive a \$700 increase in each year prior to the general increase. Category A4 receives \$500 in 1988 and \$300 in 1989.

Responsibility Allowances:	Increased in accordance with the general salary increases.
Other Adjustments:	Principal of elementary and secondary schools and Vice-Principal of secondary schools receive Teacher-Category A4 maximum salary plus applicable responsibility allowance. (Previously, received salary according to grid placement plus responsibility allowance.)
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$100,000 (\$80,000) or 2½ times salary whichever is greater. <u>Dental</u> - Coverage is based on the 1988 (1987) ODA fee schedule. Effective September 1, 1989, the 1989 ODA fee schedule.
Paid Maternity/Adoption Leave (new):	2 weeks at 75% of weekly salary.

Huron County Board of Education at Clinton - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 283 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/88	Feb. 1/89
Increase		3.73% for Teachers, 4.55% plus \$500 for Vice-Principals; 4.55% for Principals	
	Additional Adjustment		Teacher salary grids restructured
	Teacher-Category I 0-10 years	\$23,557-\$40,994 (\$22,710-\$39,520)	\$24,500-\$41,900
	Teacher-Category IV 0-10 years	\$27,748-\$52,332 (\$26,750-\$50,450)	\$29,400-\$53,000
	Vice-Principal 0-2 years	\$57,312-\$61,860 (\$54,340-\$58,690)	\$57,312-\$61,860
	Principal 0-2 years	\$64,455-\$70,111 (\$61,650-\$67,060)	\$64,455-\$70,111

Responsibility Allowances:	Increased by 4%.
Summer and Night School:	\$21 (\$20.03) per hour.
Professional Development Fund:	Effective January 1, 1989, \$68,959 (\$66,950).

Metropolitan Separate School Board at Toronto - Local 1280, Canadian Union of Public Employees (CLC) (full-time, part-time and temporary maintenance, services and plant operation employees): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 863 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/88</u>	<u>July 1/89</u>
	Increases	4.8%-5.7%	4.7%-5.5%
	Cleaner	\$11.64 (\$11.01)	\$12.29
	Head Caretaker (varies by size of school)	\$14.32-\$17.29 (\$13.66-\$16.50)	\$14.99-\$18.11
	Plumber	\$21.11 (\$20.14)	\$22.11

Shift Premium: 51¢ (49¢) per hour worked between 4 p.m. and 8 a.m.

Lead Hand Premium: 39¢ (37¢). Effective July 1, 1989, 41¢.

Licence Premium: 30¢ (25¢) per hour for employee required to have 4th class stationary engineer's qualifications. 15¢ (10¢) for truck driver required to have 'D' licence.

Health and Welfare: LTD (new) - Effective in February 1989, employer pays 75% of premium costs. Benefit is 75% of annual salary.

Car Allowance: Effective November 1, 1988, daily allowance for work related travel is calculated on the basis of \$315 (\$300) per month for maintenance employees.

Tool Allowance: \$80 (\$65) per year for skilled trades employees and \$65 (\$45) for semi-skilled trades employees.

Norfolk County Board of Education at Simcoe - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	4.98%
	Teacher-Category D 0-5 years	\$19,360-\$27,237 (\$18,441-\$25,944)
	Teacher-Category A1 0-10 years	\$25,397-\$41,809 (\$24,191-\$39,824)
	Teacher-Category A4 0-10 years	\$30,622-\$53,002 (\$29,168-\$50,485)

Responsibility Allowances:	Principal 0-4 years	\$5,450-\$9,650 (\$5,000-\$9,000)
	Vice-Principal 0-3 years	\$2,625-\$4,199 (\$2,500-\$4,000)
	Supervisor	\$8,399 (\$8,000)
	Coordinator	\$4,073 (\$3,880)
	Resource Teacher	\$1,543 (\$1,470)
	Principal's Designate	\$499 (\$475)

Extra Degree Allowance: Maximum \$875 (\$750).

Health and Welfare: Life Insurance, Vision, Hearing and Dental - Employer pays 80% (75%) of premium costs.

Vision - Maximum claim is \$175 (\$125) per person every 2 years.

Hearing - Maximum claim is \$400 (\$325) per person every 2 years.

Dental - Effective November 1, 1988, employer pays 80% (75%) of premium cost. Coverage is based on the 1986 (1985) ODA fee schedule.

Norfolk Board of Education at Simcoe - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	4.97%
	Teacher-Category 1 0-10 years	\$26,243-\$41,984 (\$25,000-\$39,996)
	Teacher-Category 4 0-10 years	\$31,750-\$53,013 (\$30,247-\$50,503)
	Vice-Principal 0-3 years	\$58,750-\$63,930 (\$55,968-\$60,903)
	Principal 0-3 years	\$65,553-\$71,829 (\$62,449-\$68,428)

COLA: 0.2% per 0.2% point increase in the CPI - 1971 = 100, using the August 1988 index as the base. Triggered at 8% and capped at 2%. Payable in September 1989. (Basic formula is unchanged. Formula did not trigger.)

Responsibility and Graduate Degree Allowances: Increased by 4.97%.

Paid Maternity Leave (new): 2 weeks at the equivalent of the UIC benefit.

Health and Welfare: Life Insurance - Effective October 1, 1988, benefit is three times annual salary to a maximum of \$500,000 (\$200,000).

Vision - Maximum claim is \$175 (\$125) per person every 2 years.

Hearing - Maximum claim is \$400 (\$325) per person every 2 years.

Ottawa Board of Education - Local 1400, Canadian Union of Public Employees (CLC)
(full-time and part-time office, clerical and technical employees): A 24-month renewal agreement effective from April 1, 1988 to March 31, 1990, covering 450 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	General Increases	4.55%	4.1%
	<u>Annual Rates</u>		
	Switchboard Operator/ Receptionist	\$16,156-\$19,371 (\$15,453-\$18,528)	\$16,818-\$20,165
	Head Secretary	\$22,321-\$25,493 (\$21,350-\$24,384)	\$23,236-\$26,538
	Programmer Analyst	\$31,764-\$37,312 (\$30,382-\$35,688)	\$33,066-\$38,842

Maximum rates are reached after 3 annual increases.

Health and Welfare: Dental - Coverage is based on the 1987 (1984) ODA fee schedule.

Scarborough City Board of Education - Locals 149 and 149A, CUPE (CLC) (full-time and part-time operations and maintenance employees): Two 24-month renewal agreements effective from January 1, 1988 to December 31, 1989, covering 1,128 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>June 1/88</u>	<u>Jan. 1/89</u>
	General Increases	4%	1%	5%*
	Additional Adjustments	10¢ for Maintenance Improver		25¢-30¢ for certain trades, 15¢ for Maintenance Improver
	Matron	\$10.44-\$11.17 (\$10.04-\$10.74)	\$10.54-\$11.28	\$11.07-\$11.84
	Plumber	\$20.24 (\$19.46)	\$20.44	\$21.72

Maximum rate for Matron is reached after 1 year.

* Conditional wage reopener if the Toronto CPI - 1981=100 increases by more than 6% above the December 1987 index.

Paid Vacation: 30 days after 26 (27) years of service. Effective January 1, 1989, 30 days after 25 years.

Paid Holidays: 11 (10) days.

Health and Welfare: Life Insurance - Effective January 1, 1989, maximum additional benefit is \$120,000 (\$100,000).

LTD - Effective January 1, 1989, employer pays 100% (75%) of premium costs:

Dental - Effective January 1, 1989, coverage is based on the 1986 (1986) ODA fee schedule and is extended to cover caps, crowns and dentures.

Continuation of Benefits - Effective January 1, 1989, employer continues to share premium costs for health and welfare benefits for up to 17 weeks of pregnancy or adoption leave (new).

Uniform Allowance: \$110 (\$100) per year for Matrons. Effective January 1, 1989, \$115.

Safety Shoe Allowance: \$55 (\$50) per year. Effective January 1, 1989, \$60.

Tool Allowance: \$90 (\$70) per year for Auto Mechanics.

Wellington County Board of Education at Guelph - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 776 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Feb. 1/89</u>
	General Increases	3%	2%
	Teacher-Category I 0-6 years	\$18,875-\$26,516 (\$18,325-\$25,744)	\$19,253-\$27,046
	Teacher-Category 4 0-10 years	\$25,748-\$42,289 (\$24,995-\$41,053)	\$26,263-\$43,134
	Teacher-Category 7 0-11 years	\$29,512-\$52,091 (\$28,651-\$50,573)	\$30,102-\$53,133
	Effective	<u>Sept. 1/89</u>	
	General Increase	4.5%	
	Teacher-Category 1	\$20,119-\$28,263	
	Teacher-Category 4	\$27,445-\$45,076	
	Teacher-Category 7	\$31,456-\$55,524	

Responsibility
Allowances:

	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
Designated Teacher	\$500 (\$450)	\$550
Co-ordinator (new)	\$1,043	\$1,074
Assistant Consultant	eliminated	
Allowances for Principal, Vice-Principal and Consultant increased by 4%. Effective September 1, 1989, increased by 4.5% for Principal and Vice-Principal and 3% for Consultant.		

Health and
Welfare:

Dental - Coverage is based on the 1987 (1986) ODA fee schedule. Effective September 1, 1989, the 1988 ODA fee schedule.

Continuation of Benefits (new) - Employer continues to share premium costs for health and welfare benefits to a maximum of one year for employee on maternity or adoption leave.

Moving Allowance:

Effective September 1, 1989, \$400 to \$900 for eligible teacher. (Previously, at employer's discretion.)

Mileage
Allowance:

27¢ (26¢) per kilometre for up to 16,000 km and 20¢ (18¢) per km thereafter.

FEDERAL ADMINISTRATION

National Research Council of Canada at Ottawa - Professional Institute (Ind.): A 24-month agreement effective from June 13, 1988 to June 12, 1990, covering 1,127 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:

Effective	<u>June 13/88</u>	<u>June 13/89</u>
General Increases	3.75%	3.75%
<u>Annual Rates</u>		
Junior Research Officer/Research Council Officer 1	\$25,676-\$31,539 (\$24,748-\$30,399)	\$26,639-\$32,722
Principal Research Officer/Research Council Officer 5	\$73,586-\$78,985 (\$70,926-\$76,130)	\$76,345-\$81,947

Maximum rates are reached on merit.

Paid Vacation:

Effective April 1, 1989, 5 weeks after 19 (20) years of service.

Flying Allowance:

\$75 (\$70) per month. Effective June 13, 1989, \$80.

Field Survey
Allowance:

\$320 (\$300) per month. Effective June 13, 1989, \$325.

Treasury Board of Canada - Professional Institute (Ind.) (physical sciences group): A 25-month renewal agreement effective from May 16, 1988 to June 15, 1990, covering 471 Ontario employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	May 16/88	May 30/89
	General Increases	3.75%	3.5%
	<u>Annual Rates</u>		
	PC-1	\$20,705-\$40,271 (\$19,957-\$38,815)	\$21,430-\$41,680
	PC-5	\$62,131-\$70,988 (\$59,885-\$68,422)	\$64,306-\$73,473

Maximum rates are reached through a combination of merit and automatic increases.

Paid Vacation: Effective May 30, 1989, 5 weeks after 19 (20) years of service.

Meal Allowance: \$5.50 (\$5) after 3 hours of overtime and \$5.25 (\$4.50) after 4 more. Effective May 30, 1989, \$5.75 and \$5.50 respectively.

Treasury Board of Canada - Public Service Alliance (CLC) (education group): A 39-month renewal agreement effective from September 1, 1986 to November 30, 1989, covering 924 Ontario employees, settled with mediation assistance following a work stoppage*. Duration of negotiations - 26 months.

* Involved only the LAT sub-group. The parties agreed to refer the issue of hours of teaching time for the LAT sub-group to binding arbitration.

Wages:	Effective	Sept. 1/86	Oct. 1/87	Nov. 1/88
	General Increases	3.75%	3.75%	3.55%
	<u>Annual Rates</u>			
	<u>Elementary and Secondary Teaching (EST)</u>			
	<u>Ontario rates</u>			
	Level 1 0-8 years	\$18,738-\$25,146 (\$18,061-\$24,237)	\$19,441-\$26,089	\$20,131-\$27,015
	Level 6 0-10 years	\$27,733-\$45,131 (\$26,731-\$43,500)	\$28,773-\$46,823	\$29,794-\$48,485
	<u>Language Teaching (LAT)</u>			
	Level 1 (B.A.) 0-12 years	\$23,187-\$36,147 (\$22,349-\$34,840)	\$24,057-\$37,503	\$24,911-\$38,834
	Level 4 (B.A.) plus 3 years teacher education) 0-13 years	\$29,676-\$45,615 (\$28,603-\$43,966)	\$30,789-\$47,326	\$31,882-\$49,006

Education
Services (EDS)

EDS 1	\$34,339-\$42,230	\$35,627-\$43,814	\$36,892-\$45,369
6 levels	(\$33,098-\$40,704)		
EDS 5	\$51,902-\$56,824	\$53,848-\$58,955	\$55,760-\$61,048
4 levels	(\$50,026-\$54,770)		

Responsibility Allowances: Increased in accordance with the general salary increases.

Paid Vacation: Effective April 1, 1989, 5 weeks after 19 (20) years of service.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (office administration group): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 16,505 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	\$10.15 per week plus 2.247%	0.4% non-compounded
	Additional Adjustments	3% to Court Reporter 1-3	
	<u>Weekly Rates</u>		
	36½ hours per week		
	Operator 2, Microfilm	\$367.97-\$402.81 (\$349.73-\$383.81)	\$369.37-\$404.35
	Supreme Court Reporter 1	\$677.63-\$787.79 (\$652.59-\$760.33)	\$680.24-\$790.83
	Maximum rates are reached in annual steps on merit.		

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (general operational services category): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 3,500 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	20¢ per hour plus 2.573%	0.4% non-compounded

Additional Adjustments

Effective July 1, 1988, additional 10¢ to Agricultural Worker 1-4, Sewer 1 & 2 and Laboratory Attendant 1 & 2.

Cleaner 1	\$9.86-\$10.03	\$9.90-\$10.07
40 hours per week	(\$9.41-9.58)	

Clerk 2, Supply 40 hours per week	\$11.01-\$11.49 (\$10.53-\$11.00)	\$11.05-\$11.53
--------------------------------------	--------------------------------------	-----------------

Weekly Rates

Area Supply Supervisor, Bargaining Unit min. 36½ hours per week	\$689.70-\$739.63 (\$665.15-\$713.83)	\$692.36-\$742.49
---	--	-------------------

Maximum rates are reached in annual steps on merit.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (technical services category): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 4,930 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	\$7.20 per week plus 3.28%	.3% non-compounded

Weekly Rates

36.25 hours

Library Technician 2	\$393.84-\$433.00 (\$374.13-\$412.05)	\$394.96-\$434.24
Drafter 2	\$523.99-\$587.05 (\$500.15-\$561.21)	\$525.49-\$588.73
Vocational Training Supervisor 1	\$821.17-\$998.93 (\$787.89-\$960.01)	\$823.53-\$1,001.81

Maximum rates are reached in annual steps on merit.

ADDENDA

July 1988 Settlement

MINES

Giant Yellowknife Mines Ltd., Schumacher, Ross and Pamour 1 Mines, previously Pamour Inc. at Timmins - Local 4440, United Steelworkers (AFL-CIO/CLC) (mine and plant employees): A 24-month renewal agreement effective from July 22, 1988* to June 30, 1990, with wages retroactive to July 1, 1988, covering 780 employees, settled at the conciliation officer stage and ratified in July 1988. Duration of negotiations - 2 months.

* Previous agreement expired June 30, 1988.

Wages:	Effective	<u>July 1/88</u>	<u>July 1/89</u>
	Increases	10% with a minimum of \$1	7%
	Job Class 1 (Labourer)	\$10.66 (\$9.66)	\$11.40

Job Class 21	\$15.43	\$16.51
(includes Electrician specialist)	(\$14.03)	

Shift Premium: 0-45¢-50¢ (0-40¢-45¢).

Sunday Premium: 85¢ (80¢) per hour in addition to regular shift premium.

Paid Vacation: 4 weeks after 13 (14) years of service and 5 weeks after 22 (24) years.

Health and Welfare: Life Insurance and AD & D - Benefit is \$20,000 (\$13,000).

Weekly Indemnity - Benefit is equal to the UIC maximum plus \$10 with no carve-out (\$290, with UIC carve-out between weeks 10-25.)

LTD - Effective July 22, 1988, benefit is \$700 (\$675) per month, payable for a maximum of 8 (5) years. Effective July 1, 1989, \$725 per month.

Vision - Maximum claim is \$80 (\$40) per person every 2 years.

Dental - Coverage is based on 1987 (1985) ODA fee schedule. Employer pays 70% of replacement costs of dentures every 5 years (the initial placement).

Pension Plan: Basic Benefit - \$8 (\$2.50) per month per year of service prior to 1971; \$12 after 1971 (previously, varied).

Tool Allowance (new): \$250 reimbursement per year for eligible tradesmen.

September 1988 Settlements

TEXTILE

Kraus Carpet Mills Limited, Chrome Print and Varichrome Yarns at Waterloo - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 280 employees, settled at the post conciliation bargaining stage and ratified in September 1988. Duration of negotiations - 4 months.

Wages:	Effective	July 1/88	July 1/89
General Increases		50¢	50¢
Skilled Trades Adjustments		50¢	50¢
Additional Adjustment			10¢ for employees earning less than \$9.90
Yarn and Receiving Utility	\$8.80 (\$8.30)		\$9.40
Machinist	\$13.10 (\$12.10)		\$14.10

Shift Premium: 0-30¢-35¢ (0-20¢-25¢).

Paid Vacation: 5 (4) weeks at 10% after 23 (25) years of service.

Health and Welfare: Employer Contribution (new) - Effective April 1, 1989, 48¢ per hour to the U.F.C.W. Trusteed Benefit Plan.

Dental - Effective September 12, 1988, employer contributes 14¢ (13¢) per hour to U.F.C.W. fund. Effective July 1, 1989, 16¢.

Pension Plan (new): Employer Contribution - Effective January 1, 1989, 30¢ per hour to the Canadian Commercial Workers Industry Pension Plan.

HEALTH AND WELFARE SERVICES

Metropolitan Toronto Association for Community Living, Residential Services and Vocational and Industrial Services, previously Metropolitan Toronto Association for the Mentally Retarded - Local 2191, Canadian Union of Public Employees (CLC) (full-time and part-time employees): Three 24-month renewal agreements effective from July 1, 1988 to June 30, 1990, covering 600 employees, settled at the conciliation officer stage and ratified in September 1988. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/88</u>	<u>July 1/89</u>
	General Increases	4.5%	4.5%
	<u>Annual Rates</u>		
	Full-time		

Residential Services

0-4 years

Residential Counsellor IA	\$14,312-\$16,328 (\$13,696-\$15,625)	\$14,956-\$17,062
Residential Counsellor III	\$21,355-\$24,559 (\$20,435-\$23,501)	\$22,315-\$25,663

Vocational and Industrial Services

0-4 years

Instructor II	\$19,874-\$22,887 (\$19,018-\$21,873)	\$20,768-\$23,886
Vocational Counsellor III	\$28,151-\$32,375 (\$26,939-\$30,981)	\$29,418-\$33,382

The following provisions apply to full-time employees unless otherwise stated.

Acting Pay: Employee temporarily transferred to higher classification for 3 complete and continuous shifts, receives appropriate rate in the higher classification. (Previously no specified time requirement.)

Paid Holidays (part-time employees): Civic Holiday is added for a total of 8 (7) days.

Bereavement Leave: 1 day's paid leave to attend funeral of son/daughter-in-law, spouse's grandparent/grandchild (new).

Health and Welfare: Dental - Effective July 1, 1989, coverage is based on the 1988 (1986) ODA fee schedule.

Continuation of Benefits - Effective September 7, 1988, employer reimburses 25% of benefit costs for a maximum 9 months (26 weeks) of maternity leave, after employee has returned to work for 3 months. Effective July 1, 1989, reimbursement for maximum 1 year and will apply to adoption leave also (new).

Professional Development: \$300 (\$200) reimbursement per eligible employee per contract year for approved courses.

Safety Shoe Allowance (new): Effective September 7, 1988, \$50 per eligible employee per year.

Mileage Allowance: Effective October 1, 1988, 26¢ (25¢) per kilometre, 41.6¢ (40¢) per mile.

LOCAL ADMINISTRATION

Scarborough City Corporation - Local 626, International Fire Fighters (AFL-CIO/CLC):
A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 470 employees, settled at the bargaining stage and ratified in September 1988. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/88
	General Increase	5.04%
	<u>Annual Rates</u>	
	4th Class Fire Fighter	\$31,404 (\$29,897)
	1st Class Fire Fighter	\$41,872 (\$39,863)
	Assistant Deputy Chief	\$65,320.32 (\$62,186)

Health and Welfare: Life Insurance of Retirees - Benefit is \$2,000 (\$1,000).

Vision - Maximum claim is \$125 per family member every 2 years. (Previously, \$50 per year.)

Dental - Coverage is based on the 1988 (1987) ODA fee schedule.

Continuation of Benefits for Early Retirees - Effective January 1, 1988, employer pays 100% (50%) of premium costs for OHIP and Extended Health Care to age 65.

0A1.911
L
- C52

0A1.911
L
- C52

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
NOVEMBER 1988

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Contents

Page

Highlights. . . . .	. i
Index to Settlements Reported . . . . .	.376
November Settlements	
Food and Beverage. . . . .	.379
Leather. . . . .	.381
Knitting Mills . . . . .	.381
Wood . . . . .	.383
Furniture and Fixture. . . . .	.383
Paper and Allied . . . . .	.384
Primary Metal. . . . .	.385
Metal Fabricating. . . . .	.386
Machinery. . . . .	.387
Transportation Equipment . . . . .	.387
Electrical Products. . . . .	.389
Chemical and Chemical Products . . . . .	.391
Miscellaneous Manufacturing. . . . .	.391
Transportation . . . . .	.392
Retail Trade . . . . .	.393
Education and Related Services . . . . .	.396
Health and Welfare Services. . . . .	.398
Federal Administration . . . . .	.401
Local Administration . . . . .	.402
Addenda	
July 1988 Settlement . . . . .	.403
August 1988 Settlement . . . . .	.404
September 1988 Settlement. . . . .	.404
October 1988 Settlements . . . . .	.405

Highlights

Manufacturing

Seventeen settlements in the manufacturing sector involving 200 or more Ontario employees were ratified in November. In every case but one, the renewal agreements were for a term of 24 or 36 months. The exception was the agreement between Kelsey-Hayes Canada Ltd., Windsor Division and the Canadian Auto Workers to extend the existing contract for a period of 12 months. The 440 workers received a \$500 lump sum settlement payment and will continue to work at their previous wage rates. The terms of the COLA provision will continue for the additional 12 months. Improvements in pension benefits were also negotiated as part of the settlement.

Ten of the manufacturing sector agreements were for a 3-year term, and of these, the following five agreements provided wage increases totalling \$1.80-\$1.95. In the food and beverage industry, F. W. Fearman Company Ltd. at Burlington and the Food and Commercial Workers negotiated annual wage increases of 60¢, 60¢ and 65¢, and a 1¢ increase to the job class increment. Quality Meat Packers Ltd. and Toronto Abattoirs Ltd. and the Food and Commercial Workers agreed to percentage adjustments to wages which resulted in annual increases of 60¢, 62¢ and 64¢ for the Labourer classification. Both of these renewal agreements introduced a COLA clause, increased shift premiums and provided for improvements to health and welfare benefits and pensions.

In the primary metal industry, ITT, Aimco Division and the Canadian Auto Workers settled for across-the-board annual increases of 55¢, 60¢ and 65¢, a skilled trades adjustment of 50¢ and an additional 16¢ to certain classifications. Shift premiums increased 5¢ and a provision for 5 weeks of paid vacation after 20 years of service was established.

In the electrical products industry, Canada Wire and Cable Ltd. and the Electrical Workers (UE) reached a settlement that included wage increases of 55¢, 65¢ and 65¢ in each year, annual skilled trades adjustments of 15¢, and a continuation of the COLA clause which had not triggered during the previous agreement.

Baxter Corporation, previously known as American Hospital Supply Ltd., renewed an agreement with the Canadian Auto Workers. The new terms called for general increases of 60¢, 65¢ and 70¢, and an additional 25¢ to skilled trades in each of the three years. Shift premiums were also increased in each year, and in the third year of the contract a thirteenth paid holiday will be added.

Index to Settlements Reported, November 1988

Employer and Location	Union	Page
Baxter Corp., Brantford	Cdn. Auto Workers (CLC)	391
Brown Shoe Co. of Canada Ltd., Perth	United Textile Workers (AFL-CIO/CLC)	381
Canada Veneers Ltd. and Hogan Lake Timber (1976) Ltd., Pembroke	Carpenters (AFL-CIO)	383
Canada Wire and Cable Ltd., Toronto	Electrical Workers (UE) (CLC)	390
Catalytic Maintenance Inc., various southern Ont. locations	Multi-union (maintenance empls.)	403
Computing Devices Co., Ottawa and Stittsville	Employees' Assn. (Ind.)	389
Cooper Canada Ltd., Toronto	Glass, Molders and Allied Workers (AFL-CIO/CLC)	392
Dow Chemical Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	391
Durham Regional Municipality, Whitby	CUPE (CLC) (inside and health services empls.)	402
F. W. Fearman Co. Ltd., Burlington	Food and Commercial Workers (AFL- CIO/CLC)	379
Great Atlantic and Pacific Company of Canada Ltd., New Dominion Stores Div., province-wide	Retail, Wholesale Employees (AFL- CIO/CLC) (full-time and part-time retail food empls.)	393
ITT, Aimco Div., St. Catharines	Cdn. Auto Workers (CLC)	385
KeepRite Inc., Brantford	KeepRite Workers' Independent Union (Ind.)	387
Kelsey-Hayes Canada Ltd., Windsor Div.	Cdn. Auto Workers (CLC)	387
Kendan Manufacturing Ltd., Windsor	Cdn. Auto Workers (CLC)	386
Kitchener City Corp., Transit Div., Dept. of Transportation Services	Railway, Transport and General Workers (CLC)	392
Loblaws Supermarkets Ltd., Ottawa, Toronto and southern Ont. locations	Food and Commercial Workers (AFL- CIO/CLC) (full-time and part-time retail food empls.)	395
London City Board of Education	Ont. Public School Teachers' Fed. (Ind.) (elementary school occasional teachers)	396
MacMillan Bathurst Inc., Guelph and Toronto	Cdn. Paperworkers (CLC)	384

Index to Settlements Reported, November 1988

Employer and Location	Union	Page
Metropolitan Separate School Board, Toronto	CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	396
Metropolitan Toronto Library Board	CUPE (CLC) (full-time and part-time librarians, library assistants, maintenance, office and clerical empls.)	404
Ottawa Civic Hospital	CUPE (CLC) (medical technologists and technicians)	398
Oxford County Board of Education, Woodstock	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	397
Peel Board of Education, Mississauga	CUPE (CLC) (part-time cleaners)	398
Quality Meat Packers Ltd. and Toronto Abattoirs Ltd., Toronto	Food and Commercial Workers (AFL- CIO/CLC)	380
Salvation Army Grace Hospital, Windsor	Service Empls. Intl. (AFL-CIO/CLC) (full-time and part-time empl.)	404
Sarnia General Hospital	Service Employees Intl. (AFL- CIO/CLC) (full-time and part-time empls.)	400
Sault Ste. Marie Board of Education	CUPE (CLC) (caretakers and maintenance empl.)	398
St. Clair Tool & Die Ltd, Wallaceburg	United Auto Workers (AFL-CIO)	388
Steinberg Inc., Miracle Food Mart Div., province-wide	Teamsters (AFL-CIO) (distribution centre and satellite warehouse empls.)	405
Strathearn House Group Ltd., Kroehler Furniture Co. Div., Stratford	United Steelworkers (AFL-CIO/CLC)	383
T.A.G. Apparel Group Inc., Harvey Woods Div., Woodstock	Clothing and Textile Workers (AFL- CIO/CLC)	381
TAG Apparel Group Inc., Penmans Co., Cambridge	Clothing and Textile Workers (AFL- CIO/CLC)	382
Treasury Board of Canada	Professional Institute (Ind.) (engineering and land survey group)	401
Treasury Board of Canada	Professional Institute (Ind.) (chemistry group)	406

Index to Settlements Reported, November 1988

Employer and Location	Union	Page
Victorian Order of Nurses, Ottawa	Ont. Nurses' Assn. (Ind.)	400

FOOD AND BEVERAGE

F. W. Fearman Company Limited at Burlington - Local P-1227, Food and Commercial Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from November 15, 1988 to November 14, 1991, covering 600 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 15/88</u>	<u>Nov. 15/89</u>	<u>Nov. 15/90</u>
General Increases		60¢	60¢	65¢
Job Class Increment		8¢ (8¢)	8.5¢	9¢
Additional Adjustment		Electrician reclassified		
Job Class 0 (Labourer)		\$13.13 (\$12.53)	\$13.73	\$14.38
Job Class 50 (40) (Electrician)		\$17.13 (\$15.73)	\$17.73	\$18.38

Start Rate - For new employees in Job Class 9 or above, 50¢ below job rate for probationary period. For new employees in Job Class 8 or below, 80% of the job rate, progressing to job rate after one 12-month and one 6-month increase. (Previously for all new employees, 80% of Job Class 0 rate plus applicable job class increment, progressing to job rate after one 12-month and two 6-month increases.)

COLA (new): 1¢ per full 0.2 point increase in the CPI - 1981=100 from the October 1989 index to the October 1990 index, triggered at 5% and folded into wages on November 15, 1990.

Shift Premium: 0-35¢-35¢ (0-30¢-30¢).

Health and Welfare: AD & D - Effective November 15, 1989, benefit is \$20,000 (\$15,000). Effective November 15, 1990, \$25,000.

Weekly Indemnity - Effective January 1, 1989, benefit is \$360 (\$340). Effective January 1, 1990 and 1991, \$380 and \$400 respectively.

Dental - Coverage is updated each November 15 to the current year's (1987) ODA fee schedule. Effective November 15, 1988, maximum annual claim is \$1,500 (\$1,000) per person. Effective November 15, 1990, coverage is extended to include bridges, with 50%-50% co-insurance.

Continuation of Benefits for Early Retirees (new) - Employer pays 100% of premium costs for OHIP to age 65.

Pension Plan: Basic Benefit - \$15 (\$10) per month per year of future service. Effective November 15, 1990, \$16. Past service benefit is the greater of the future service benefit indicated above or the benefit earned under the previous pension plan format.

Early Retirement - Employee with 10 or more years of seniority may retire at age 62 (63).

Uniform Cleaning Allowance: \$6 (\$5) per week. Effective November 15, 1989, \$7.

Meal Allowance (Layover Drivers): \$6 (\$5) for breakfast and for every 5 hours while booked on, and \$8.50 (\$8) for dinner. Effective November 15, 1989, \$9 for dinner.

Tool Allowance: \$150 (\$125) per year.

Safety Shoe Allowance: \$50 (\$45) per year.

Quality Meat Packers Ltd. and Toronto Abattoirs Ltd. at Toronto - Local 743, Food and Commercial Workers (AFL-CIO/CLC): Two 36-month renewal agreements effective from November 6, 1988* to October 31, 1991, with wages retroactive to November 1, 1988, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previous agreement expired October 31, 1988.

Wages:	Effective	<u>Nov. 1/88</u>	<u>Nov. 1/89</u>	<u>Nov. 1/90</u>
	Increases	4.6%	4.5%	4.5% except 4.4% to base rate

Skilled Trades
Adjustments

Group A4	40¢	40¢	40¢
Group A3	35¢	35¢	35¢
Group A2	13¢	13¢	12¢
Group A1	8¢	8¢	9¢
Labourer (Class 7)	\$13.71 (\$13.11)	\$14.33	\$14.97
Mechanic Class A	\$15.38 (\$14.32)	\$16.47	\$17.61

COLA (new): 1¢ per full 0.2 point increase in the CPI - 1981=100 from the October 1989 index to the October 1990 index, triggered at 5%, with a one-time adjustment.

Shift Premium: Effective November 1, 1990, 0-40¢-40¢ (0-35¢-35¢).

Health and Welfare: LTD - Effective January 1, 1989, benefit is \$1,100 (\$1,000) per month.

Vision - Effective January 1, 1990, maximum claim is \$100 (\$75) per person every 2 years.

Dental - Coverage continues to be updated each January to the previous year's ODA fee schedule. Effective January 1, 1990, employer pays 100% of premium costs for crowns and caps, with 50%-50% co-insurance (new).

Pension Plan: Employer Contribution - 18¢ (15¢) per hour to a maximum 40 hours per week. Effective November 1, 1989 and 1990, 21¢ and 25¢ respectively.

Safety Shoe Allowance: Effective November 1, 1989, \$40 (\$35) per pair for 2 pairs per year and an additional pair if justifiable.

LEATHER

Brown Shoe Company of Canada Limited at Perth - Local 365, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1988* to October 31, 1990, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

* Previous agreement expired on October 27, 1988.

Wages:	Effective	<u>Nov. 1/88</u>	<u>Nov. 1/89</u>
	General Increases	5%	4%
	<u>Warehouse</u>		
	Order Pickers/ General	\$6.15-\$7.51 (\$5.86-\$7.15)	\$6.40-\$7.81
	Truck Driver Out-of-town	\$6.51-\$8.42 (\$6.20-\$8.02)	\$6.77-\$8.76

Maximum rates are reached after 6 months.

Start Rate - \$5.50 (\$5.25)

Incentive Earners - 70¢ per hour clock-card-add-on for piece workers hired prior to January 17, 1985 and who average \$5.26 (\$4.26) per hour. 35¢ per hour clock-card-add-on for piece-workers hired after January 17, 1985 or who average \$5.26 (\$4.26) per hour.

Paid Vacation: 3 weeks after 12 (15) years of service.

Health and Welfare: OHIP - Employer pays 75% (60%) of premium costs.

Dental (new) - Employer pays 50% of premium costs. Coverage is based on the 1987 ODA fee schedule.

RRSP (new): Employer Contribution - Effective May 1, 1989, 10¢ per hour worked to a Group RRSP per active employee.

KNITTING MILLS

T.A.G. Apparel Group Inc., Harvey Woods Division, previously Harvey Woods Limited, Underwear and Hosiery Divisions at Woodstock - Locals 986T and 1300, Clothing and Textile Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from September 1, 1988 to August 31, 1990, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
	Increases		
	Hourly Rates	35¢	35¢
	Incentive Rates	29¢	29¢
	Additional Adjustments	10¢ to certain classifications, Local 1300; Dyehouse wage schedule revised, Local 986T	
	<u>Hourly Rates</u>		
	Cloth Inspector	\$7.12 (\$6.77)	\$7.47
	Shop Mechanic	\$11.55 (\$11.20)	\$11.90
Shift Premium:	0-20¢-25¢ (0-15¢-20¢).		
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$7,500 (\$5,000).		
	<u>Vision</u> - Maximum claim is \$80 (\$40) per person every 2 years. Coverage extended to include contact lenses (new).		
	<u>Dental (new)</u> - Employer pays 50% of premium costs. Maximum annual claim is \$1,000 per person, with 50%-50% co-insurance.		
Safety Shoe Allowance:	\$50 (\$30) per year for eligible employees.		

TAG Apparel Group Inc., Penmans Division, previously Dominion Textile Group, Penmans Company Division at Cambridge - Local 1967, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 550 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/88</u>	<u>July 1/89</u>
	Increases		
	Hourly Rates	31¢	31¢
	Incentive Rates	25¢	25¢
	Additional Adjustments	10¢ for hourly rated employees	5¢ for hourly rated employees
	<u>Hourly Rates</u>		
	Sewing-Repairs	\$6.86 (\$6.45)	\$7.22
	Electrician	\$11.69 (\$11.28)	\$12.05

Other Adjustments: All incentive ceilings are removed and may be replaced by individual ceilings if poor quality performance results.

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Paid Vacation: Effective in 1989, 3 weeks after 6 (7) years of service, 4 weeks after 14 (15) years and 5 weeks after 20 years (new).

Health and Welfare: Life Insurance, AD & D, OHIP, Major Medical and Weekly Indemnity - Effective December 1, 1988, employer pays 53% (50%) of premium costs. Effective July 1, 1989, 75% for OHIP and 55% for all other benefits.

Safety Shoe Allowance (new): Safety shoe policy is now included in this agreement. Details not available. (Previous policy existed but not part of the agreement.)

WOOD

Canada Veneers Limited and Hogan Lake Timber (1976) Limited at Pembroke - Local 2754, Carpenters (AFL-CIO): Two 36-month renewal agreements effective from May 1, 1988 to April 30, 1991, covering 210 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	May 1/88	May 1/89	May 1/90
	General Increases	43¢	37¢	40¢
	Additional Adjustments	Certain classification adjustments		
	Jointer/Operator	\$9.02 (\$8.59)	\$9.39	\$9.79
	Electrician	\$10.00 (\$9.57)	\$10.37	\$10.77

Health and Welfare: Life Insurance - Effective January 1, 1989, benefit is \$15,000 (\$10,000).

Weekly Indemnity - Benefit is \$175 (\$150).

FURNITURE AND FIXTURE

Strathearn House Group Limited, Kroehler Furniture Co. Division at Stratford - Local 199U, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 27, 1988 to June 26, 1990, covering 202 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	June 27/88	Jan. 1/89
	Increases		
	Hourly Workers	31¢	12¢
	Pieceworkers	21¢	14¢

Additional Adjustments 5¢ for lowest classifications in Motion Division

Hourly Workers

Cutter	\$8.50-\$8.65 (\$8.14-\$8.29)	\$8.62-\$8.77
Master Maintenance Mechanic	\$10.39-\$10.79 (\$10.08-\$10.48)	\$10.51-\$10.91

Effective	<u>June 26/89</u>	<u>Jan. 1/90</u>
-----------	-------------------	------------------

Increases

Hourly Workers	23¢	20¢
Pieceworkers	20¢	15¢

Additional Adjustments 5¢ for lowest classifications in Motion Division

Hourly Workers

Cutter	\$8.90-\$9.05	\$9.10-\$9.25
Master Maintenance Mechanic	\$10.74-\$11.14	\$10.94-\$11.34

Maximum rates are reached after 6 months.

Paid Education Leave (new): Employer Contribution - 1¢ per hour worked.

Safety Shoe Allowance: \$35 (\$20) per year for eligible employees.

PAPER AND ALLIED

MacMillan Bathurst Inc. at Guelph and Toronto - Locals 1199 and 1497, Canadian Paperworkers (CLC): Two 36-month renewal agreements effective from July 1, 1988 to June 30, 1991, covering 263 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/88</u>	<u>July 1/89</u>	<u>July 1/90</u>
	General Increases	25¢	45¢	4.5%

Additional Adjustments

Senior Operators	37¢	
Certified Electrician "A"	20¢	20¢
Certified Mechanic "A"	19¢	20¢

Job Level 3 (includes Packer-Finishing)	\$13.97 (\$13.72)	\$14.42	\$15.07
--	----------------------	---------	---------

Job Level 11 (Electrician "A")	\$16.95 (\$16.50)	\$17.60	\$18.39
-----------------------------------	----------------------	---------	---------

Shift Premium: Effective July 1, 1989, 0-35¢-55¢ (0-35¢-50¢). Effective July 1, 1990, 0-40¢-55¢.

Paid Vacation: Effective May 1, 1989, 6 weeks after 25 (27) years of service.

Health and Welfare: AD & D - Effective December 1, 1988, benefit is \$12,500 (\$10,000). Effective July 1, 1989, \$15,000.

Weekly Indemnity - Effective December 1, 1988, maximum benefit is \$339 (\$315) or the UIC benefit, whichever is greater. Effective July 1, 1989, \$350. Effective July 1, 1990, \$365.

LTD - Effective December 1, 1988, maximum benefit is \$1,500 (\$1,300) per month.

Vision (new) - Maximum claim is \$75 per family member every 2 years.

Dental - Effective April 1, 1989, coverage is based on the 1988 (1986) ODA fee schedule. Effective April 1, 1990 and 1991, the 1989 and 1990 ODA fee schedules respectively.

Medical Certificate (new): Up to \$15 for medical certificate required by employer.

Pension Plan: Bridging Benefit - \$22 per month per year of service to a maximum of 30 years for employee aged 58-59 with 20 years of continuous service (new); \$15 (\$18) for employee aged 60-65.

Pension Indexing (new) - For employee retiring after July 1, 1988, payment is equal to the total basic benefit times $\frac{1}{2}$ of the percentage increase in the CPI - 1981=100, in the preceding year, to a maximum of 5%. Does not apply to bridging benefit.

Safety Shoe Allowance: Effective December 1, 1988, \$42 (\$40.50) per year.

PRIMARY METAL

ITT, Aimco Division at St. Catharines - Local 199, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from November 7, 1988* to November 8, 1991, covering 220 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

* Previous agreement expired November 4, 1988.

Wages:	Effective	<u>Nov. 7/88</u>	<u>Nov. 7/89</u>	<u>Nov. 7/90</u>
	General Increases	55¢	60¢	65¢
	Skilled Trades Adjustments	50¢	16¢ to some classifications	

Labour Grade 1 (includes Labourer)	\$11.86 (\$11.31)	\$12.46	\$13.11
Labour Grade 10 (includes Electrician)	\$16.85 (\$15.80)	\$17.61	\$18.26
Shift Premium:	0-40¢-45¢ (0-35¢-40¢).		
Paid Vacation:	5 weeks after 20 years of service (new).		
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$21,000 (\$18,000). <u>Dental</u> - Coverage is extended to include root canals (new). Coverage continues to be based on current year's ODA fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - \$9 (\$8) per month per year of service from January 1, 1980 to December 31, 1982, \$11 (\$10) from January 1, 1983 to December 31, 1985 and \$12 (\$11) from January 1, 1986.		
Safety Shoe Allowance:	Maximum \$75 (\$65) per year. Effective November 7, 1989, \$85.		

METAL FABRICATING

Kendan Manufacturing Limited at Windsor - Local 195, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from September 25, 1988 to September 24, 1991, covering 225 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Sept. 25/88</u>	<u>Sept. 25/89</u>	<u>Sept. 25/90</u>
	General Increases	20¢	25¢	30¢
	COLA Fold-in	\$2.33		
	Labourer	\$15.26 (\$12.73)	\$15.51	\$15.81
	Toolmaker	\$17.49 (\$14.96)	\$17.74	\$18.04

COLA: 1¢ per 0.33 point change in the CPI - 1971=100, using the June 1988 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare:	<u>Life Insurance</u> - Benefit is \$16,000 (\$14,000). Effective September 25, 1989 and 1990, \$17,000 and \$18,000 respectively. <u>AD & D</u> - Benefit is \$8,000 (\$7,000). Effective September 25, 1989 and 1990, \$8,500 and \$9,000 respectively. <u>Vision</u> - Maximum claim is \$120 (\$65) per person every 2 years. <u>Drugs</u> - \$1 (35¢) deductible per prescription. <u>Hearing (new)</u> - Details unavailable. <u>Dental</u> - Maximum lifetime orthodontic claim is \$1,500 (\$800). Coverage for routine procedures once every 9 (6) months.		
------------------------	--	--	--

Pension Plan: Employer Contribution - 22¢ (19¢) per hour paid.

Safety Shoe Allowance: Maximum \$55 (\$40) per year.

Tool Allowance: \$42.50 - \$150 (\$32.50 - \$140) per year for eligible employees.

MACHINERY

KeepRite Inc. at Brantford - KeepRite Workers' Independent Union (Ind.): A 36-month renewal agreement effective from October 1, 1988 to September 30, 1991, covering 430 employees, settled at the conciliation officer stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Oct. 1/88</u>	<u>Oct. 1/89</u>	<u>Oct. 1/90</u>
	Increases to Minimum Hourly Rates	39¢-49¢	84¢-88¢	88¢
	Skilled Trades Adjustment	\$1.03		
	Additional Adjustment	Restructuring of wage schedules		

Employees receive a minimum hourly rate and may receive additional incentive earnings.

COLA: Suspended, as previously. \$1.12 COLA generated under previous agreements continues to float.

Health and Welfare: Life Insurance and AD & D - Benefit is \$35,000 (\$25,000).

Life Insurance for Dependents - Benefit is \$10,000 (\$5,000) for spouse and \$5,000 (\$2,000) for child.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan: Basic Benefit - \$25 (\$18) per month per year of service.

Early Retirement - Bridging benefits extended to employees aged 55 (58) with 30 years of service.

Safety Shoe Allowance: \$60 (\$30) per year.

TRANSPORTATION EQUIPMENT

Kelsey-Hayes Canada Limited, Windsor Division - Local 195, Canadian Auto Workers (CLC): A 12-month extended agreement effective from January 12, 1989 to January 11, 1990, covering 440 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Production Machine Operator	\$13.37
	Electronic Technician	\$16.26

Lump Sum Settlement Payment: \$500 per employee.

COLA: 1¢ per 0.125 point change in the 3-month average CPI - 1981=100, using the average index for August, September and October 1988 as the base. 2¢ per quarter diversion. (Basic formula is unchanged.)

Pension Plan: Future Retirees - Basic Monthly Benefit Per Month Per Year of Service/Normal Retirement - Increased by \$1 per month.

Special Pension Payment: Current Retirees - Effective April 1, 1989, maximum lump sum payment of \$200 per retiree based on years of credited service or up to \$120 for surviving spouse. (Previously, maximum \$200 in each contract year for all retirees with 30 or more years of service and \$6.67 per year of service for retirees with less than 30 years of service. Surviving spouse received 60% of the payment.)

Early Retirement "30-and-out" Special Allowance - Total monthly benefit increased by \$30 per month.

St. Clair Tool & Die Limited at Wallaceburg - Local 251, United Auto Workers (AFL-CIO): A 36-month renewal agreement effective from November 1, 1988 to October 31, 1991, covering 425 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Nov. 1/88	Nov. 1/89	Nov. 1/90
General Increases		40¢	35¢	25¢
COLA fold-in		10¢		
Group 6 (includes Assembler)		\$7.75 (\$7.25)	\$8.10	\$8.35
Group 1 (Maintenance Skilled)		\$10.96 (\$10.46)	\$11.31	\$11.56

COLA: 1¢ per 0.4 point increase in the CPI - 1971=100, using the February 1989 index as the base. Capped at 15¢ in 1989 and at 10¢ in 1990. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-21¢-26¢ (0-18¢-23¢). Effective November 1, 1989, 0-22¢-27¢.

Paid Holidays: 1 floating day is added for a total of 14 (13) days, to be taken during the Christmas period.

Paid Vacation: 5 weeks after 15 years of service (new).

Bereavement Leave: 1 day's paid leave upon death of spouse's grandparent (new). 5 (3) days' paid leave upon death of spouse or child.

Health and Welfare: Life Insurance and AD & D - Benefit is \$12,000 (\$10,000). Effective November 1, 1989 and 1990, \$13,000 and \$14,000 respectively.

Weekly Indemnity - Benefit is 66 2/3% of gross weekly earnings to the UIC maximum, payable for a maximum 26 weeks with UIC carve-out for weeks 5 to 19. (Previously, a maximum weekly benefit of \$150.)

Continuation of Benefits - Employer continues to pay health and welfare premiums for up to 4 (2) months of any absence. Effective November 1, 1989, up to 5 months.

ELECTRICAL PRODUCTS

Computing Devices Company at Ottawa and Stittsville - Employees' Association (Ind.):

A 24-month renewal agreement effective from October 1, 1988 to September 30, 1990, covering 668 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Oct. 1/88	Oct. 1/89
	General Increases	6%	6%

Clerical-Technical

Grade 1 (Mail Clerk)	\$7.66-\$9.05 (\$7.23-\$8.54)	\$8.12-\$9.59
Grade 15 (Designer 3)	\$18.26-\$22.41 (\$17.23-\$21.14)	\$19.36-23.75

Plant

Grade 1 (includes Assembler 1)	\$8.35-\$8.88 (\$7.88-\$8.38)	\$8.85-\$9.41
Grade 12 (includes Toolmaker 2)	\$17.00-\$17.53 (16.04-\$16.54)	\$18.02-\$18.58

COLA: 1¢ per 0.175 (0.35) point increase in the CPI - 1981=100, using the July 1988 index as the base. Triggered at 5% in the first year and 4% in the second year. Adjusted quarterly and folded in annually. (Previously, formula did not trigger.)

Shift Premium: 0-\$1.20-\$1.20 (0-60¢-60¢).

Lead Hand Premium: The greater of \$1, or 50¢ above the highest rate in the group. (Previously, the greater of 50¢ or the difference between the highest rate in the group and the employee's regular rate plus 25¢.)

Paid Holidays: Effective December 1989, 1 additional floating day is added to ensure a 5-day shut-down over the Christmas holidays.

Health and Welfare: Sick Leave Gratuity - Eligibility for cash gratuity entitlement is at age 55 (60).

Life Insurance for Dependents - Benefit is \$5,000 (\$3,000) for spouse and \$3,500 (\$2,000) for child.

SUB (new): Plan replaces severance pay plan and covers the 2-week maternity/adoption leave waiting period and lay-offs.

Canada Wire and Cable Limited at Toronto - Local 521, Electrical Workers (UE) (CLC):
A 36-month renewal agreement effective from September 24, 1988 to September 23, 1991, covering 456 employees, settled with mediation assistance. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Sept. 24/88</u>	<u>Sept. 25/89</u>	<u>Sept. 24/90</u>
	General Increases	55¢	65¢	65¢
	Additional Adjustments	Restructuring of wage schedule to 7 (11) labour grades		
	Skilled Trades Adjustment	15¢	15¢	15¢
	Labourer	\$12.88-\$13.03 (\$12.33-\$12.48)	\$13.53-\$13.68	\$14.18-\$14.33
	Electrician	\$16.89-\$17.09 (\$16.19-\$16.39)	\$17.69-\$17.89	\$18.49-\$18.69

Maximum rate for Labourer is reached after 130 days worked, and for Electrician after 100 days worked.

COLA: 1% per 1% increase in the CPI - 1971=100, using the September 1988 index as the base. Triggered at 5.5% (5%) in the second year and 5% in the third year and capped at 30¢. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: Effective November 6, 1988, 0-36¢-46¢ (0-35¢-45¢). Effective September 25, 1989, 0-37¢-47¢. Effective September 24, 1990, 0-38¢-48¢.

Health and Welfare: Life Insurance and AD & D - Effective December 1, 1988, benefit is \$19,000 (\$18,000). Effective October 1, 1989 and 1990, \$20,000 and \$21,000 respectively.

Life Insurance for Retirees - Effective December 1, 1988, benefit is \$3,000 (\$2,500).

Weekly Indemnity - Effective December 1, 1988, benefit is \$265 (\$245). Effective October 1, 1989 and 1990, \$275 and \$300 respectively.

Dental - Effective December 1, 1988, coverage is based on the 1985 (1983) ODA fee schedule. Effective October 1, 1989 and 1990, the 1986 and 1988 ODA fee schedules respectively.

Pension Plan: Basic Benefit - Effective December 1, 1988, \$15 (\$13.75) per month per year of service. Effective October 1, 1989 and 1990, \$16 and \$18 respectively.

Bridging Benefit (new) - Effective for early retirements taken during an unspecified 3-month period, \$10 per month per year of service for employee aged 60 with 30 years of service, payable to age 65.

Safety Shoe Allowance: Effective November 6, 1988, \$36 (\$33) per year. Effective September 25, 1989, \$37. Effective September 24, 1990, \$38.

CHEMICAL AND CHEMICAL PRODUCTS

Dow Chemical Canada Inc. at Sarnia - Local 672, Energy and Chemical Workers (CLC):
Two 24-month renewal agreements effective from March 1, 1988 to February 28, 1990, covering 770 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Mar. 1/88</u>	<u>Mar. 1/89</u>
	General Increases	4.5%	4.5%
	Utility "A"	\$12.96 (\$12.40)	\$13.54
	Lead Journeyman	\$18.84 (\$18.03)	\$19.69
	Chief Operator	\$20.29 (\$19.42)	\$21.21

Pension Plan: Plan has been renegotiated for a 6-year period. Pension will be backdated from date of enrollment in the plan to date of hire; costs to be shared by employer and employee, with employee contributing 1.5% of base wages for the next 15 years.

MISCELLANEOUS MANUFACTURING

Baxter Corporation, previously American Hospital Supply Ltd. at Brantford - Local 397, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from November 1, 1988 to October 31, 1991, covering 218 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/88</u>	<u>Nov. 1/89</u>	<u>Nov. 1/90</u>
	General Increases	60¢	65¢	70¢
	Skilled Trades Adjustments	25¢	25¢	25¢
	Labour Grade 1 (includes Packer)	\$9.63 (\$9.03)	\$10.28	\$10.98
	Labour Grade 13 (includes Electrician)	\$15.63 (\$14.78)	\$16.53	\$17.48

Shift Premium: 0-30¢-35¢ (0-27¢-32¢). Effective November 1, 1989, 0-32¢-37¢. Effective November 1, 1990, 0-35¢-40¢.

Paid Holidays: Effective November 1, 1990, 13 (12) days.

Health and Welfare: Life Insurance - Benefit is \$15,000 (\$13,000).

Dental - Coverage is based on the 1987 (1985) ODA fee schedule.

Pension Plan: Basic Benefit - \$13 (\$10) per month per year of service.

Cooper Canada Limited at Toronto - Local 366, Glass, Molders and Allied Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 7, 1988 to July 6, 1990, covering 680 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 7/88</u>	<u>July 7/89</u>
	General Increases	55¢	55¢
	Additional Adjustment	Some classification adjustments	
	Labour Grade 1 (includes Bench Worker)	\$8.12 (\$7.57)	\$8.67
	Mechanic III	\$10.56-\$11.06 (\$10.01-\$10.51)	\$11.11-\$11.61

Maximum rate for Mechanic III is reached on merit.

Paid Holidays: Effective July 7, 1989, employee's birthday is added for a total of 12 (11) days.

Paid Vacation: 3 weeks after 5 (7) years of service and 4 weeks after 14 (15) years.

Health and Welfare: Vision (new) - Employer pays 100% of premium costs, with \$30 deductible for family coverage and \$15 for single coverage as part of the major medical plan. Maximum claim is \$80 per person every 2 years.

Dental - 75%-25% (50%-50%) co-insurance. Coverage continues to be updated to the previous year's ODA fee schedule.

RRSP (new): Employer Contribution - Effective January 1, 1990, 10¢ per hour per employee with 2 years of seniority.

Paid Education Leave (new): Employer Contribution - 1¢ per compensated hour per employee for union leave.

Safety Shoe Allowance: \$50 (\$40) per year where mandatory and \$25 (\$15) per year where not mandatory.

TRANSPORTATION

Kitchener City Corporation, Transit Division, Department of Transportation Services - Local 304, Railway, Transport and General Workers (CLC): A 31-month renewal agreement effective from June 1, 1988 to December 31, 1990, covering 244 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>June 1/88</u>	<u>June 1/89</u>	<u>June 1/90</u>
	General Increases	4.3%	4.5%	
	Licensed Trades Adjustment	25¢	25¢	

Fleet Division Adjustment			2%
General Labour	\$12.41 (\$11.90)	\$12.97	\$13.23
Bus Operator	\$13.23-\$13.64 (\$12.68-\$13.08)	\$13.83-\$14.25	\$13.83-\$14.25
Mechanic Licensed	\$14.92 (\$14.08)	\$15.86	\$16.18

Maximum rate for Bus Operator is reached after two 6-month increases.

Shift Premium: Fleet Division - Effective June 1, 1989, 0-45¢-50¢ (0-40¢-45¢).

Operator Division (new) - Effective January 1, 1989, 0-0-20¢.
Effective June 1, 1989, 0-0-40¢.

Overtime Pay (Spare Board Operators): Payable for hours worked after 8½ (9) hours and after a spread time of 11 (12) hours per day.

Health and Welfare: Major Medical - Effective December 1, 1988, chiropractic coverage is added (new).

Vision - Effective December 1, 1988, maximum claim is \$120 (\$100) per family member every 2 years. Coverage includes contact lenses (new).

Dental - Effective June 1, 1989, maximum lifetime claim for orthodontics is \$1,500 with 50%-50% co-insurance (new).

Tool Allowance (Fleet Division): \$250 (\$125) annually for eligible employees.

RETAIL TRADE

Great Atlantic and Pacific Company of Canada Limited, New Dominion Stores Division, province-wide - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement* effective from June 26, 1988 to June 30, 1990, covering 5,000 employees, settled with mediation assistance. Duration of negotiations - 6 months.

* Previously 5 separate agreements.

Wages:	Effective	<u>June 26/88</u>	<u>June 25/89</u>
	Increases**	70¢	55¢
	Additional Adjustments	***	
	<u>Full-time Employees</u>		
	Clerk A 0-30 months	\$7.35-\$13.47**** (\$7.35-\$12.77)	\$7.35-\$14.02****
	Meat Cutter 0-30 (0-12) months	\$7.57-\$14.87 (\$12.69-\$14.17)	\$7.57-\$15.42

Part-time Employees
Hired Before September 22, 1986

Student 0-36 months	\$4.93-\$10.92 (\$4.93-\$10.22)	\$4.93-\$11.47
Non-Student 0-36 months	\$5.18-\$10.92 (\$5.18-\$10.22)	\$5.18-\$11.47

Hired After September 22, 1986

Student 0-48 months	\$4.93-\$10.57 (\$4.93-\$9.87)	\$4.93-\$11.12
Non-Student 0-48 months	\$5.18-\$10.57 (\$5.18-\$9.87)	\$5.18-\$11.12

** Full-time employees - Increases are pro-rated from no increase on start rates to full increase on maximum rates.

Part-time employees - No increase to start rate, 5¢ to each progression step in the first year and 10¢ to each progression step in the second year and full increase on maximum rates in both years.

*** Previous top rates standardized.

**** Effective June 26, 1988, maximum rate for Clerk A hired before September 17, 1978 is \$13.65 (\$12.65). Effective June 25, 1989, \$14.20.

Economic Adjustments: Eight quarterly payments of \$125 for eligible full-time employee pro-rated on basis of time worked in previous quarter. (Previously paid in full to all employees who maintained full-time status and who worked one full shift in previous quarter.)

Shift Premium: 80¢ (70¢) per hour for employees scheduled to work between 10 p.m. and 8:30 a.m.

Paid Vacation: Effective January 1989, 6 weeks after 23 (25) years of service.

Christmas Bonus: Full-time employees - $\frac{1}{4}$ week's regular pay after 3 months of service and up to one week's pay after 1 year of service (unchanged).

Part-time employees - \$15 after 6 months and \$25 after 1 year (unchanged). Effective December 1989, \$40 after 3 years and \$50 after 5 years (new).

Health and Welfare: LTD (Full-time employees) - Effective November 6, 1988, maximum benefit is \$1,800 per month (\$400 per week).

OHIP (Part-time employees) (new) - Effective January 1, 1989, employer will reimburse 75% of premium costs for single coverage or family coverage for single-parent employee with 5 years of service who has worked 600 hours in the previous calendar year.

Loblaws Supermarkets Limited at Ottawa, Toronto and locations throughout southern Ontario - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): Three 24-month renewal agreements effective from May 1, 1988 to April 30, 1990, covering 1,200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 2/88</u>	<u>May 1/89</u>
	Increases*	70¢	55¢
	<u>Full-time Employees (Days)</u>		
	Cashier, Service Clerk, Wrapper and Meat Clerk 0-18 months	\$8.38-\$14.36 (\$8.03-\$13.66)	\$8.65-\$14.91
	Meat Cutter 0-24 months	\$8.75-\$15.36 (\$8.40-\$14.66)	\$9.02-\$15.91
	<u>Part-time Employees (Days)</u>		
	0-48 months	\$6.00-\$11.61 (\$6.00-\$10.91)	\$6.15-\$12.16

* Effective May 2, 1988, increase is pro-rated from 50% on start rate to 100% on the maximum rate for full-time employees and applies to maximum rate only for part-time employees. Effective May 1, 1989, 15¢ is added to each part-time grid level to 100% increase on maximum rate.

Additional Adjustments - Effective November 28, 1988, 25¢ to Department Head maximum rates and 50¢ to Night Foreman maximum rate.

Christmas Bonus: 1 week's pay for full-time employees and up to \$50 maximum for part-time employees, depending on seniority (unchanged).

Key Premium: Effective November 28, 1988, \$10 (\$7.50) for store closing.

Acting Pay: Effective November 28, 1988, \$1.50 (\$1.05) per hour worked as relief Store Manager.

Health and Welfare: Major Medical - Coverage is extended to included prescribed oxyge (new).

OHIP (part-time employees) - Effective January 1, 1989, employer pays 100% of premium costs for single coverage and family coverage for single-parent employee with 3 years of service who has worked 700 hours in the previous calendar year. (Previously, single coverage for all employees who worked 400 hours in the previous calendar year.)

LTD - Benefit is \$1,518 (\$1,250) per month with CPP offsets.

EDUCATION AND RELATED SERVICES

London City Board of Education - Ontario Public School Teachers' Federation (Ind.)
(elementary school occasional teachers): A 12-month first agreement effective from September 1, 1988 to August 31, 1989, covering 240 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages: Effective Sept. 1/88

Daily Rates*

Casual Occasional Teacher	\$116 (\$106)
---------------------------	------------------

Continuing Occasional Teacher

Category D 0-9 years	\$102.72-\$144.03
-------------------------	-------------------

Category A1 0-10 years	\$118.43-\$200.53
---------------------------	-------------------

Category A4 0-10 years	\$144.91-\$265.71
---------------------------	-------------------

* Daily rates include 4% vacation pay.

Note: Continuing Occasional Teacher is an occasional teacher who is employed for a period beyond 10 days in the same assignment.

Sick Leave: Continuing Occasional Teacher receives 1 day credit for each 20 continuous days worked.

Metropolitan Separate School Board at Toronto - Local 1328, Canadian Union of Public Employees (CLC) (full-time and part-time office, clerical and technical employees): A 24-month renewal agreement effective from October 1, 1988 to September 30, 1990, covering 560 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages: Effective Oct. 1/88 Oct. 1/89

Increases	4.8%-10.2%	3.7%-5.4%
-----------	------------	-----------

Additional Adjustment	First step on salary grids eliminated
-----------------------	---------------------------------------

Weekly Rates
35 hours per week

Grade 1 (includes Mail Clerk)	\$311.35-\$356.12 (\$282.42-\$334.07)	\$329.15-\$373.92
-------------------------------	--	-------------------

Grade VIII (Programmer/Analyst)	\$686.17-\$784.65 (\$639.07-\$748.71)	\$711.56-\$813.68
---------------------------------	--	-------------------

Effective Mar. 1/90

Increase	2%-3.1%
----------	---------

Grade 1 \$339.13-\$383.90

Grade VIII \$725.79-\$829.95

Maximum rates are reached after 4 (5) years.

Shift Premium: 43¢ (41¢) per hour for eligible employee.

Irregular Hours Payment (new): \$300 per year for Placement Clerks and Assessment Revisors required to work outside of band hours on a regular basis.

Health and Welfare: LTD (new) - Employer pays 75% of premium costs. Benefit is 75% of salary for eligible employee.

Continuation of Benefits - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity leave (new).

Car Allowance: Effective January 1, 1989, \$235 (\$216) for Assessment Revisors and \$300 (\$216) for all other employees. Effective January 1, 1990, \$250 and \$315 respectively.

Mileage Allowance: 25¢ (9¢) per kilometre for employee required to use own car on a per diem basis.

Oxford County Board of Education at Woodstock - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Feb. 1/89</u>
General Increases		4.7%	.6%
Teacher-Level D 0-6 years		\$19,667-\$26,267 (\$18,784-\$25,088)	\$19,785-\$26,425
Teacher-Level A1 0-11 years		\$24,841-\$41,055 (\$23,726-\$39,212)	\$24,990-\$41,301
Teacher-Level A4 0-11 years		\$29,386-\$52,685 (\$28,067-\$50,320)	\$29,562-\$53,001
<u>Principal</u>			
Level D 0-4 years		\$33,651-\$39,454 (\$32,140-\$37,683)	\$33,853-\$39,691
Level A 0-4 years		\$46,991-\$53,951 (\$44,882-\$51,529)	\$47,273-\$54,275

Responsibility Allowances: Vice-Principal allowance increased by 3.5%.

Health and Welfare: Life Insurance for Dependents - Effective January 1, 1989, benefit is \$10,000 (\$6,000) for spouse and \$5,000 (\$3,000) for child.

Vision - Effective January 1, 1989, maximum claim is \$125 (\$100) per person every 2 years.

Dental - Effective December 1, 1988, employer pays 80% (75%) of premium costs.

Peel Board of Education at Mississauga - Local 2703, Canadian Union of Public Employees (CLC) (part-time cleaners): A 36-month renewal agreement effective from July 1, 1986 to June 30, 1989*, covering 340 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 28 months.

* Effective June 30, 1989, members of Local 2703 will be absorbed by CUPE, Local 2544 and become subject to terms of the collective agreement then in effect. They will receive benefits on a pro-rated basis and their employment will be extended from a 10-month to a 12-month basis.

Wages:	Effective	<u>July 1/86</u>	<u>July 1/87</u>	<u>July 1/88</u>
	Increases			
	Student	4%	4%	5%
	Permanent Employee	6.9%	11.7%	25.5%
	Student	\$5.45 (\$5.24)	\$5.67	\$5.95
	Permanent Employee	\$7.09 (\$6.63)	\$7.92	\$9.94

Sault Ste. Marie Board of Education - Local 16, Canadian Union of Public Employees (CLC) (caretakers and maintenance employees): A 24-month renewal agreement effective from March 1, 1988 to February 28, 1990, covering 217 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Mar. 1/88</u>	<u>Mar. 1/89</u>
	General Increases	4.4%	4.5%
	Job Class Increment	43¢ (41¢)	45¢
	Job Class 2 (Cleaner/Cafeteria)	\$10.46 (\$10.02)	\$10.93
	Job Class 13 (Maintenance A)	\$15.19 (\$14.53)	\$15.88

Health and Welfare: Drugs - Coverage for generic prescription drugs. (Previously, also covered non-prescription drugs.)

HEALTH AND WELFARE SERVICES

Ottawa Civic Hospital - Local 1580, Canadian Union of Public Employees (CLC) (medical technologists and technicians): A 36-month renewal agreement effective from April 1, 1988 to March 31, 1991, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	Increases		
	Registered, Senior and Charge Technologist	*	2%-3.75%
	All other employees	4.5%	4.25%
	Additional Adjustment		one step added to top of RT grid
	* Standard positions for Registered Technologist (RT), Senior Technologist (ST) and Charge Technologist (CT) established.		
	RT (new) 0-7 years Effective Apr. 1/89, 0-8 years	\$15.85-\$18.55	\$16.17-\$19.53
	ST (new) 1-9 years Effective Apr. 1/89, 2-9 years	\$17.43-\$20.60	\$18.39-\$21.01
	CT (new) 1-9 years Effective Apr. 1/89, 2-9 years	\$18.42-\$21.77	\$19.43-\$22.20
	Effective	<u>Apr. 1/90</u>	
	RT and ST	4%	
	All other employees	4.25%	
	Additional Adjustment	One step added to top of RT grid	
	RT 0-9 years	\$16.81-\$20.62	
	ST	\$19.06-\$21.85	
	CT	\$20.14-\$23.08	
Weekend Premium (new):	Effective April 1, 1990, 45¢ per hour worked between midnight Friday and midnight Sunday.		
Call In Pay:	Time and one-half if called in from vacation (new).		
Paid Holidays:	Effective in 1989, 11 (10) days.		
Paid Vacation:	Effective in 1989, 5 weeks after 15 (17) years of service and 6 weeks after 25 years (new).		
Sick Leave:	Illness requiring hospitalization during vacation is considered sick leave (new).		
Paid Maternity Leave (new):	Up to 15 weeks at the difference between 75% of regular earnings and UIC benefit and any other earnings, after 2-week waiting period.		

Health and
Welfare:

Vision - Effective April 1, 1989, maximum claim is \$100 (\$60) per person every 2 years.

Hearing - Effective April 1, 1989, maximum lifetime claim is \$500 (\$300) per person.

Dental - Effective April 1, 1990, employer pays 75% (50%) of premium costs. Coverage continues to be based on the current year's ODA fee schedule.

Sarnia General Hospital - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Two 38½-month renewal agreements effective from January 19, 1988 to March 31, 1991, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Jan. 19/88	Jan. 19/89	Jan. 19/90
General Increases		45¢	48¢	57¢
Additional Adjustments		13¢ for RNA, 10¢ for cook with certificate		
<u>Full-time Employees</u>				
Unit Helper		\$10.39-\$10.57 (\$9.94-\$10.12)	\$10.87-\$11.05	\$11.44-\$11.62
RNA		\$11.95-\$12.13 (\$11.37-\$11.55)	\$12.43-\$12.61	\$13.00-\$13.18
Emergency Medical Attendant		\$14.11-\$14.40 (\$13.66-\$13.95)	\$14.59-\$14.88	\$15.16-\$15.45
Maximum rates are reached after 12 months.				

Paid Holidays: Effective in 1989, Easter Monday is added for a total of 12 (11) days.

Paid Vacation: 4 weeks after 8 (9) years of service, 5 weeks after 15 (17) years and 6 weeks after 25 years (new).

Health and
Welfare:

Vision (new) - Employer pays 75% of premium costs. Maximum claim is \$100 per person every 2 years.

Dental - Effective April 1, 1990, employer pays 75% (50%) of premium costs. Coverage continues to be based on the current year's ODA fee schedule.

Victorian Order of Nurses at Ottawa - Ontario Nurses' Association (Ind.): A 24-month renewal agreement effective from April 1, 1988 to March 31, 1990, covering 205 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Apr. 1/88	Apr. 1/89
General Increases		4%	3%

Annual Rates
37½ hours per week

Registered Nurse 0-6 years	\$29,115.93-\$32,398.74 (\$27,996.09-\$31,152.63)	\$29,989.41-\$33,370.70
Public Health Nurse 0-6 years	\$31,153.95-\$34,813.74 (\$29,955.72-\$33,474.75)	\$32,088.57-\$35,858.15

Effective Oct. 1/89

General Increase	2%
Registered Nurse	\$30,589.20-\$34,038.11
Public Health Nurse	\$32,730.34-\$36,575.16

Compassionate Leave:	Maximum 3 (1) days' paid leave upon death or critical illness of mother/father/brother/sister-in-law.
Paid Maternity Leave (new):	15 weeks at the difference between 75% of regular salary and UIC benefit and any other earnings.
Health and Welfare:	<u>Dental (new)</u> - Effective April 1, 1989, employer pays 50% of premium costs for Blue Cross Plan #7 or equivalent, with annual deductibles of \$25 for single coverage and \$50 for family coverage.
Uniform Allowance:	Effective November 1, 1988, increased by 5%. Effective November 1, 1989, a further 5%.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.) (engineering and land survey group): A 22-month renewal agreement effective from November 8, 1988* to August 31, 1990, with wages retroactive to August 1, 1988, covering 1,191 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previous agreement expired July 31, 1988.

Wages:	Effective <u>Aug. 1/88</u>	<u>Sept. 1/89</u>
General Increases	3.75%	3.5%

Annual Rates

EN-ENG-1 on merit	\$26,679-\$32,005 (\$25,715-\$30,848)	\$27,613-\$33,125
EN-ENG-6 6 levels	\$60,589-\$72,280 (\$58,399-\$69,667)	\$62,710-\$74,810
EN-SUR-1 on merit	\$26,679-\$38,453 (\$25,715-\$37,063)	\$27,613-\$39,799
EN-SUR-6 6 levels	\$58,328-\$70,235 (\$56,220-\$67,696)	\$60,369-\$72,693

The following changes are effective November 8, 1988, unless stated otherwise.

Overtime Pay: Payable after 15 (30) minutes of overtime.

Paid Vacation: Effective August 1, 1989, 5 weeks after 19 (20) years of service.

Travelling Time Allowance: Payable after 15 (30) minutes of travelling.

Meal Allowance: \$5.50 (\$5) after 3 hours of overtime and \$5 (\$4.50) after 4 more hours.

LOCAL ADMINISTRATION

Durham Regional Municipality at Whitby - Local 1764, Canadian Union of Public Employees (CLC) (inside and health services employees): A 12-month renewal agreement* effective from July 1, 1988 to June 30, 1989, covering 385 employees, settled at the post mediation bargaining stage. Duration of negotiations - 5 months.

* Previously two separate agreements. Previous agreement with health services employees, CUPE Local 1764H, expired December 31, 1987.

Wages:	Effective	<u>July 1/88</u>	<u>Jan. 1/89</u>
	General Increases**	4.5%	0.5%
	<u>Annual Rates</u>		
	35 hours per week		
	Clerk 1	\$18,197 (\$17,413)	\$18,288
	Senior Planner 2	\$47,047 (\$45,021)	\$47,282

** In lieu of a wage increase from January 1, 1988 to July 1, 1988, health services employees received a lump sum payment of \$500, \$700 or \$900 depending on classification.

Lump Sum Payment: \$65 per employee.

Shift Premium: 65¢ (58¢) per hour if shift starts between noon and 2 a.m.

Health and Welfare: Life Insurance - Benefit is 2 times salary to a maximum of \$95,000 (\$90,000).

Life Insurance for Retirees - Benefit is \$2,000 (\$1,800).

LTD - Benefit is 66 2/3% of basic earnings to a maximum \$2,000 (\$1,900) per month.

Vision - Maximum claim is \$120 (\$100) per person every 2 years.

Dental - Maximum annual claim is \$1,500 per family member (new). Maximum claim for orthodontics is \$1,500 (\$1,000) per child. Plan is extended to include caps, crowns, bridges and false teeth with 50%-50% co-insurance and a maximum lifetime claim of \$1,500 per family member (new).

Continuation of Benefits for Early Retirees (new) - Employer pays 100% of premium costs for OHIP and major medical and 90% of premium costs for dental plan for eligible retiree to age 65.

Travel Allowances: Increased by approximately 4%-5%. Effective January 1, 1989, increased by 5%.

ADDENDA

July 1988 Settlement

CONSTRUCTION

Catalytic Maintenance Inc., previously Stearns Catalytic Ltd. at various locations throughout southern Ontario - Multi-Union* (maintenance employees): Nine 24-month renewal agreements and one first agreement effective from July 1, 1988 to June 30, 1990, with wages retroactive to May 1, 1988, covering 541 employees, settled at the bargaining stage and ratified in July 1988. Duration of negotiations - 1½ months.

* Includes Asbestos Workers (AFL-CIO/CFL), Boilermakers (AFL-CIO/CFL), Carpenters (AFL-CIO), Electrical Workers (IBEW) (AFL-CIO/CFL), Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO), Painters (AFL-CIO/CFL), Plasterers (AFL-CIO/CFL), Plumbers (AFL-CIO/CFL), Sheet Metal Workers (AFL-CIO/CFL), Structural Iron Workers (AFL-CIO) and Teamsters (AFL-CIO).

Package:	Effective	May 1/88**	May 1/89
	Increases	***	***
	Labourer Local 1059, London	\$19.24 (\$17.79)	\$20.24
	Journeyman Plumber Local 46, Toronto	\$25.53 (\$22.80)	\$27.04

** Effective May 25, 1988 for Labourer

*** Total package increases are identical to increases negotiated by the respective trades in the ICI sector, starting at \$1 (90%) less than previous base rates for respective trades.

Package rates shown above include wages, vacation and holiday pay and employer contributions to welfare and pension funds and 5¢ (3¢) to district council for labourer and 2¢ to general presidents committee, 10¢ to apprenticeship fund and 2¢ to promotional fund for plumber.

August 1988 Settlement

HEALTH AND WELFARE SERVICES

Salvation Army Grace Hospital at Windsor - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): A 12-month renewal agreement effective from April 1, 1988 to March 31, 1989, covering 235 employees, settled at the post conciliation bargaining stage and ratified in August 1988. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/88</u>
	General Increase	4.5%
	Maid	\$10.33-\$10.70 (\$9.889-\$10.235)
	R.N.A.	\$11.59-\$12.12 (\$11.087-\$11.595)
	Maintenance Man	\$12.48-\$12.97 (\$11.947-\$12.409)
	Maximum rates are reached after two 6-month increases.	

Shift Premium: 45¢ (35¢).

Paid Vacation: 4 weeks after 8 (10) years of service.

Bereavement Leave: Maximum 3 (1) days' paid leave upon death of step-father/mother/child and maximum 1 day for brother/sister-in-law (new).

Health and Welfare: Drugs - Effective September 1, 1988, employer pays 100% (75%) of premium costs.

Vision (full-time employees) (new) - Effective September 1, 1988, employer pays 100% of premium costs. Maximum claim is \$60 per person every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

September 1988 Settlement

EDUCATION AND RELATED SERVICES

Metropolitan Toronto Library Board - Locals 1582, 1806 and 2758, Canadian Union of Public Employees (CLC) (full-time and part-time librarians, library assistants, maintenance, office and clerical employees): Three 12-month renewal agreements effective from January 1, 1988 to December 31, 1988, covering 405 employees, settled at the post conciliation bargaining stage and ratified in September 1988. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	4%	.75%
	Additional Adjustments	Computer Operations Technician re-classified	

Annual Rates
Local 1582, office

Code A (Mail Clerk)	\$17,590-\$19,793 (\$16,913-\$19,032)	\$17,772-\$19,941
Code E (Librarian Assistant)	\$25,551-\$28,950 (\$25,568-\$27,837)	\$25,743-\$29,167
Computer Operations Technician	\$28,600-\$33,544 (\$27,500-\$31,069)	\$28,815-\$33,796

Maximum rates are reached on merit. Effective September 20, 1988, steps 1 and 2 of the Code B salary range are eliminated.

Previous rates reflect a 4.5% increase on January 1, 1987.

Sunday Premium:	Time and one-half for all hours worked for Locals 1582 and 1806. (Previously, 65¢ per hour.)
Paid Vacation:	5 weeks after 16 (17) years of service.
Sick Leave:	Part-time employee sick pay credits accrued prior to September 30, 1968 are combined with credits accrued after October 1, 1968. (Previously, only applied to full-time employees.)
Health and Welfare:	<u>LTD</u> - Maximum benefit is \$2,500 (\$2,000) per month. <u>Dental</u> - Maximum lifetime benefit is \$2,000 (\$1,500).
Paid Union Leave:	Local 2758 President receives 2 (1) hours per week to attend to union business. Local 1806 Chief Steward receives 1 hour per week to attend to union business (new).

October 1988 Settlements

RETAIL TRADE

Steinberg Inc., Miracle Food Mart Division, province-wide - Local 419, Teamsters (AFL-CIO) (distribution centre and satellite warehouse employees): A 30-month renewal agreement effective from November 7, 1988 to May 14, 1991, covering 339 employees settled by voluntary final offer selection and ratified in October 1988. Duration of negotiations - 1 month.

Wages:	Effective	Nov. 7/88	Nov. 6/89	Nov. 12/90
	Increases			
	Full-time employees	\$1	\$1	30¢
	Part-time employees	50¢	50¢*	
	<u>Full-time employees</u>			
	General Warehouse	\$17.70 (\$16.70)	\$18.70	\$19.00
	Electrician	\$18.39 (\$17.39)	\$19.39	\$19.69

Part-time Employees \$9.85-\$12.65 \$10.35-\$13.15 \$10.35-\$13.15
0-3000 hours (\$9.35-\$12.15)

* Effective on Nov. 12/89.

Hours of Work (Part-time): Maximum 37½ (24) hours per week.

The following provisions apply to full-time employees unless stated otherwise.

Shift Premium: 0-60¢-65¢ (0-50¢-55¢).

Freezer Premium: 70¢ (65¢) per hour.

Boiler Premium: 20¢ (10¢) per hour for maintenance employee responsible for boilers.

Produce Premium (new): 20¢ per hour for produce department employees required to work in refrigerated area.

Vacation Bonus: 10 hours at straight time hourly rate per week of eligibility (unchanged) to a maximum 60 (40) hours of pay.

Paid Vacation: 5 weeks after 15 (16) years of service and 6 weeks after 22 (25) years.

Bereavement Leave: 3 days' paid leave upon death of grandchild (new).

Health and Welfare: Life Insurance - Benefit is \$50,000 (\$40,000).

AD & D - Benefit is \$40,000 (\$20,000).

Vision - Maximum claim is \$125 (\$100) every 2 years.

Dental - Maximum claim is \$3,000 (\$2,000) every 2 years for basic services and \$2,000 (\$1,500) lifetime maximum for orthodontic services.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.) (chemistry group): A 13-month renewal agreement effective from November 18, 1988* to December 21, 1989, with wages retroactive to December 22, 1987, covering 222 Ontario employees, settled by arbitration in October 1988. Duration of negotiations - 11 months.

* Previous agreement expired December 21, 1987.

Wages:	Effective	<u>Dec. 22/87</u>	<u>Dec. 22/88</u>
General Increases		3.5%	3.5%
CH-2 7 levels		\$32,931-\$42,562 (\$31,817-\$41,123)	\$34,084-\$44,052
CH-5 5 (4) levels		\$54,961-\$64,417 (\$53,102-\$59,956)	\$56,885-\$66,672

Meal Allowance: \$5.50 (\$5) after 3 hours of overtime and \$5 (\$4.50) after 4 more hours.

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
DECEMBER 1988

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1988 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees. Unless indicated otherwise, all benefit costs reported refer to the employer's contribution.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

Contents

	Page
Highlights.	i
Index to Settlements Reported . . . . .	.407
December 1988 Settlements	
Food and Beverage. . . . .	.410
Paper and Allied . . . . .	.412
Metal Fabricating. . . . .	.414
Machinery. . . . .	.415
Transportation Equipment . . . . .	.415
Electrical Products. . . . .	.417
Non-Metallic Mineral Products. . . . .	.419
Miscellaneous Manufacturing. . . . .	.420
Communication. . . . .	.421
Retail Trade . . . . .	.423
Education and Related Services . . . . .	.424
Health and Welfare Services. . . . .	.429
Personal Services. . . . .	.431
Provincial Administration. . . . .	.431
Local Administration . . . . .	.432
Addenda	
October 1988 Settlements . . . . .	.434
November 1988 Settlements.	436

Highlights

Food and Beverage

The ratification of terms of settlement between T.C.C. Bottling Ltd. and the Food and Commercial Workers was completed in December. The eleven new agreements between T.C.C. Bottling, previously Coca-Cola Ltd., and 562 employees, who were previously represented by the Canadian Brewery Workers, will expire July 28, 1991. The agreements cover production, sales and office employees in various cities around the province.

The first wage increase under the new agreements is 5.5% retroactive to July 25, 1988. The wage increases for the second and third contract years are 5.5% and 6% respectively. Skilled trades receive an additional 25¢ each year. The COLA formula, which did not trigger under the previous agreements, will continue with a 6% trigger and a 9% cap.

Negotiated improvements to benefits included:

- a new pension plan based on a 35¢ per hour contribution by the employer to the Canadian Commercial Workers Industry Pension Plan
- a \$3,000 increase in the life insurance benefit effective in the first year, and an additional \$1,000 increase in each of the second and third years
- increases in the weekly indemnity benefit of \$30, \$15 and \$15 in each year respectively
- the introduction of a vision care plan, and
- improvements in the dental plan

Another settlement involving the Food and Commercial Workers that was ratified in December covered 380 employees of Hoffman Meats Inc. at Kitchener. Annual wage increases over the 36-month term were 60¢, 60¢ and 65¢ respectively. In addition, skilled trades received a further 17¢ and the job bracket differential was increased.

The parties also agreed to add a COLA clause to the agreement. The formula provides 1¢ for each 0.2 point increase in the 1981 CPI, triggered at 5% above the April 1989 index.

Other terms of settlement included improvements to the pension plan, life insurance and the introduction of semi-private hospitalization coverage 50% employer paid.

Provincial Administration

Arbitration awards handed down in December established the new wage rates for the last two OPSEU bargaining units in the Ontario Government still working under the 1987 rates. A total of 10,270 employees were affected.

All employees in the institutional care services category received a 5% wage increase retroactive to January 1, 1988. The lowest classification in the bargaining unit, Child Care Worker 1, now starts at \$485.76 for a 40-hour week and progresses on the salary grid to a maximum of \$510.04.

An across-the-board increase of 5.2% was awarded to the maintenance services category. As of January 1, 1988, the Maintenance Electrician range is \$14.52 to \$14.89 per hour for a 40-hour week.

Index to Settlements Reported, December 1988

Employer and Location	Union	Page
AFG Inc., Vaughan Township	Teamsters (AFL-CIO)	419
Bitove Corp., Mississauga	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time service empls.)	431
Canadian Pacific Forest Products Ltd.	Canadian Paperworkers (CLC) and Energy and Chemical Workers (CLC) (production and office empls.)	412
Chatham Public General Hospital	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	429
Coro (Canada) Inc., Toronto	Metal Polishers (AFL-CIO/CLC)	420
CTV Television Network Ltd., system-wide	Cdn. Television and Radio Artists (CLC) (TV performers and writers)	421
Dorr-Oliver Canada Ltd., Orillia	United Steelworkers (AFL-CIO/CLC)	415
Dufferin-Peel Roman Catholic Separate School Board, Mississauga	Ont. Catholic Occasional Teachers' Assn. (Ind.)	424
Elgin County Board of Education, St. Thomas	Ont. Secondary School Teachers' Fed. (Ind.)	424
Emerson Electric Canada Ltd., Motor Div., Napanee	Electrical Workers (UE) (production and maintenance empls.)	418
Eplett Dairies Co. Ltd., Brampton	Retail, Wholesale Employees (AFL-CIO/CLC)	410
Grey County Board of Education, Markdale	Ont. Secondary School Teachers' Fed. (Ind.)	436
H.E. Vannatter Limited, Wallaceburg	United Auto Workers (AFL-CIO)	414
Hoffman Meats Inc., Kitchener	Food and Commercial Workers (AFL-CIO/CLC)	410
Home Care for Metropolitan Toronto	Empls. Assn. (Ind.) (full-time clerical and professional empls.)	442
Kent County Roman Catholic Separate School Board at Chatham	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	436
Lanark County Board of Education, Perth	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	437

Index to Settlements Reported, December 1988

Employer and Location	Union	Page
Lincoln County Separate School Board, St. Catharines	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco Ontariens (Ind.) (elementary school teachers)	425
Metropolitan Separate School Board, Toronto	CUPE (CLC) (educational assistants)	437
Middlesex County Board of Education, Hyde Park	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	434
N & D Supermarket Ltd., Windsor	Employees Assn. (Ind.) (full-time and part-time retail food empls.)	423
Niagara South Board of Education, Welland	Fed. of Women Teachers' Assn. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	426
Niagara South Board of Education, Welland	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	435
Nipissing District Roman Catholic Separate School Board, North Bay	Ont. English Catholic Teachers' Assn. (Ind.)	427
Northern Telephone Ltd., northern Ontario	Communications-Electrical Workers (CLC) (plant and office empls.)	422
Ontario Government	Ontario Public Service Employees (NUPGE) (CLC) (maintenance services category)	432
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (institutional care services category)	431
Ottawa City Board of Commissioners of Police	Police Assn. (Ind.)	432
Ottawa City Corp.	Ont. Fire Fighters (Ind.)	433
Ottawa-Carleton Children's Aid Society, Ottawa	Ontario Public Service Empls. (NUPGE) (CLC) (full-time and part- time empls.)	430
Perth County Board of Education, Stratford	Ont. Secondary School Teachers' Fed. (Ind.)	428
Ryerson Polytechnical Institute Board of Governors, Toronto	Cdn. Educational Workers (Ind.) (full-time sessional and part-time instructors)	441

Index to Settlements Reported, December 1988

Employer and Location	Union	Page
Sault Ste. Marie District Roman Catholic Separate School Board, Sault Ste. Marie	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	438
T.C.C. Bottling Ltd., Toronto, Ottawa, Kitchener, London, Hamilton, Windsor	Food and Commercial Workers (AFL-CIO/CLC) (production, sales and office empls.)	411
Thomas Built Buses of Canada Ltd., Woodstock	Cdn. Auto Workers (CLC)	416
Tridon Ltd., Burlington	Employees Assn. (Ind.)	417
University of Guelph	CUPE (CLC) (trades, services and maintenance empls.)	429
W.C.I. Manufacturing Ltd., Cambridge Plant, Cambridge	Machinists (AFL-CIO/CLC)	417
Walbar of Canada Inc., Mississauga	United Steelworkers (AFL-CIO/CLC)	415
Wellington County Separate School Board, Guelph	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	440
Windsor Mold Inc., Emrick Plastics Div.	Cdn. Auto Workers (CLC)	420
Workers' Compensation Board, province-wide	CUPE (CLC)	442

FOOD AND BEVERAGE

Hoffman Meats Inc. at Kitchener - Local 139, Food and Commercial Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from November 1, 1988 to October 31, 1991, covering 380 employees, settled during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	Nov. 1/88	Nov. 1/89	Nov. 1/90
General Increases		60¢	60¢	65¢
Additional Adjustments	Certain classification adjustments			
Job Bracket		8.5¢ (8¢)	9¢	
Skilled Trades Adjustment		17¢		
Group A (includes General Labourer)		\$13.62 (\$13.02)	\$14.22	\$14.87
Group H (Maintenance B+ without certificate)		\$16.00 (\$15.02)	\$16.825	\$17.475
Group I (Maintenance A with certificate)		\$16.765 (\$15.74)	\$17.55	\$18.20

COLA (new): 1¢ per 0.2 point increase in the CPI - 1981=100, using the April 1989 index as the base. Triggered at 5%. Adjusted quarterly and folded in annually.

Health and Welfare: Life Insurance - Benefit is \$42,000. (Previously, 1½ times annual salary.)

Semi-Private Hospitalization (new) - Effective December 6, 1988, employer pays 50% of premium costs.

Dental - Effective January 1, 1989, coverage is based on the 1988 (1987) ODA fee schedule. Effective November 1, 1989, the 1989 ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1989, \$11.40 (\$10.40) per month per year of service. Effective January 1, 1990, \$12.40.

Early Retirement - Employee may retire at age 60 (61) with accrued benefit.

Safety Shoe Allowance: \$40 (\$35) per contract year. Effective November 1, 1989, \$45.

Eplett Dairies Company Ltd. at Brampton - Local 440, Retail, Wholesale Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from October 1, 1988 to September 30, 1991, covering 200 employees, settled with mediation assistance. Duration of negotiations - 1 month.

Wages:	Effective	Oct. 1/88	Oct. 1/89	Oct. 1/90
General Increases			5%	5%

Group 1 (includes General Labour)	\$8.255 (\$8.255)	\$8.668	\$9.101
Electrician	\$17.875 (\$17.875)	\$18.769	\$19.707

Uniform
Allowance:

Employer pays 75% (66-2/3%) of cost for eligible employees.

T.C.C. Bottling Ltd., previously Coca-Cola Ltd. at Toronto, Ottawa, Kitchener, London, Hamilton and Windsor - Various Locals, Food and Commercial Workers (AFL-CIO/CLC)* (production, sales and office employees): Nine 33-month and two 32-month renewal agreements effective from October 13, 1988** to July 28, 1991, with wages retroactive to July 28, 1988, covering 562 employees, settled at the bargaining stage, except for Hamilton Office which settled at the conciliation officer stage. Nine agreements were ratified in October 1988, one in November 1988 and one in December 1988. Duration of negotiations - 4 months.

* Previously Canadian Brewery Workers (CLC).

** Previous agreements expired July 25, 1988. Effective November 29, 1988, for Hamilton Office and December 1, 1988 for Turnberry Office.

Wages:	Effective	<u>July 25/88***</u>	<u>July 31/89</u>	<u>July 30/90</u>
	General Increases	5.5%	5.5%	6%
	Skilled Trades Adjustments	25¢	25¢	25¢
	Additional Adjustments	Some restructuring of wage schedule		
	<u>Production Employees</u>			
	Wage Bracket 1 (General Help)	\$15.03 (\$14.25)	\$15.86	\$16.81
	Wage Bracket 8 (Journeyman Electrician)	\$19.52 (\$17.75)	\$20.59	\$21.83
	<u>Sales Employees</u>			
	Wage Bracket 1 (Delivery Salesman)	\$15.10 (\$14.31)	\$15.93	\$16.89
	Wage Bracket 2 (Highway Tractor Trailer Driver)	\$16.22 (\$15.37)	\$17.11	\$18.14
	<u>Office Employees</u>			
	Wage Bracket A (includes Accounts Payable I)	\$344-\$386 (\$279-\$329)	\$363-\$407	\$385-\$431

Wage Bracket D	\$455-\$529	\$480-\$558	\$509-\$591
(includes Accounts Receivable II)	(\$425-\$501)		

*** Applies to employees on payroll up to the date of the execution of the collective agreement only.

Maximum rates for Wage Brackets A and D are reached after 6 months.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, from July 1988 to July 1989. Triggered at 6%, capped at 9% and payable as a lump sum. (Previously, no cap. Formula did not trigger.)

Saturday/Sunday Premium: \$1 (75¢) for Saturday premium and \$1.25 (\$1) for Sunday premium. Effective July 31, 1989, \$1.10 and \$1.35 respectively. Effective July 30, 1990, \$1.25 and \$1.50 respectively.

Health and Welfare: Life Insurance - Effective January 1, 1989, benefit is \$23,000 (\$20,000) for production and sales employees and \$20,000 (\$17,000) for office employees. Effective January 1, 1990, \$24,000 and \$21,000 respectively. Effective January 1, 1991, \$26,000 and \$23,000 respectively.

Weekly Indemnity - Effective January 1, 1989, maximum benefit is \$395 (\$365). Effective January 1, 1990 and 1991, \$410 and \$425 respectively.

Vision (new) - Effective January 1, 1989, employer pays 100% of premium costs. Maximum claim is \$100 per family member every 2 years.

Dental - Effective January 1, 1989 maximum reimbursement is 100% (80%) for routine treatment and 75% (50%) for major treatment. Effective January 1, 1990, 80% for major treatment.

Pension Plan: Employer Contribution (new) - Effective January 1, 1989, 35¢ per hour paid to a maximum of 40 hours per week for production and sales employees and 37½ hours for office employees, to the Canadian Commercial Workers Industry Pension Plan (C.C.W.I.P.P.).

Plan replaces the Employees' Retirement Plan of Coca-Cola/T.C.C. Beverages Ltd. (E.R.P.). Contributions to the E.R.P. are frozen as of December 31, 1988, with employees retaining their rights to accrued benefits up to that date.

Safety Footwear Allowance: \$70 (\$60) per year for designated employees. Effective July 31, 1989, \$75. Effective July 30, 1990, \$80.

Tool Allowance (new): Effective August 1989, \$10 per month for designated trades.

PAPER AND ALLIED

Canadian Pacific Forest Products Limited, previously CIP Inc., Container Division at Burlington, London, Markham and Rexdale, Ontario and Pointe-aux-Trembles and Vaudreuil, Quebec and Single Service Division at Markham - Various Locals, Canadian Paperworkers (CLC) and Energy and Chemical Workers (CLC) (production and office employees): Three 36-month renewal agreements effective from June 1, 1988 to May 31, 1991, covering 398 Ontario employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 1/88</u>	<u>June 1/89</u>	<u>June 1/90</u>
General Increases		25¢	45¢	4.5%
Additional Adjustments	Some reclassifications			
Grade 1 (includes General Help)		\$13.44 (\$13.19)	\$13.89	\$14.52
Grade 12 (new) (Mechanic Electrician)*		\$17.85	\$18.30	\$19.12

* Previously, Mechanic Electrician was included in Grade 10.

Shift Premium: Effective June 1, 1989, 0-35¢-55¢ (0-35¢-50¢). Effective June 1, 1990, 0-40¢-55¢.

Paid Vacation: Effective January 1, 1989, 6 weeks after 25 (27) years of service.

Health and Welfare: The following changes are effective December 1, 1988, unless stated otherwise.

AD & D - Benefit is \$22,500 (\$20,000). Effective June 1, 1989, \$25,000.

Life Insurance for Retirees - Benefit is \$1,500-\$3,500 (\$500-\$2,500) depending on years of service.

LTD - Maximum benefit is \$1,500 (\$1,300) per month.

Major Medical - Employer contributes \$5.65 (\$4.81) per month for single coverage and \$11.10 (\$8.90) for family coverage. Effective June 1, 1989, \$8.65 and \$16.80 respectively. Effective June 1, 1990, \$9.15 and \$18.30.

Vision (new) - Maximum claim is \$75 per family member every 2 years.

Dental - Employer contributes \$11 (\$8) per month for single coverage and \$22 (\$20.55) per month for family coverage. Effective June 1, 1989, \$12 and \$23 respectively. Effective June 1, 1990, \$13 and \$24 respectively. Coverage is based on the 1988 (1987), 1989 and 1990 ODA fee schedules in each contract year respectively.

Pension Plan: Benefit Formula - Maximum benefit is 21/35. Previously, no maximum. Basic formula is unchanged.

Early Retirement Benefit - For employees with 20 years of service:

<u>Retirement Age</u>	<u>% of Regular Pension Benefit</u>
61-65	100% (100%)
60	100% (92%)
59	100% (84%)
58	100% (76%)
57	92% (68%)
56	84% (60%)
55	76% (55%)

Bridging Supplement - Effective June 2, 1988, employee aged 58 or 59 with a minimum of 20 years of service receives \$22 (\$18) per month per year of service to a maximum 30 years to age 60, and thereafter receives the regular bridging benefit of \$15 per month per year of service. Effective June 1, 1991, \$24 for supplement.

Pension Indexing (new) - Effective June 2, 1988, annual lump sum payment based on 50% of the annual change in the CPI. Capped at 5%.

Meal Allowance: Effective November 27, 1988, \$5 (\$4.50). Effective June 1, 1989, \$5.25. Effective June 1, 1990, \$5.50.

Safety Shoe Allowance: Effective November 27, 1988, employer pays 50% of costs to a maximum of \$42 (\$38.50) per year.

METAL FABRICATING

H.E. Vannatter Limited at Wallaceburg - Local 251, United Auto Workers (AFL-CIO): A 36-month renewal agreement effective from December 17, 1988 to December 16, 1991, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Dec. 17/88	Dec. 17/89	Dec. 17/90
General Increases		45¢	35¢	30¢
Skilled Trades Adjustments		25¢	15¢	20¢
Additional Adjustments		15¢*	5¢*	10¢*
General Helper		\$11.10 (\$10.65)	\$11.45	\$11.75
Maintenance - Electronics - Electrician		\$17.95 (\$17.25)	\$18.45	\$18.95

* To Die Cast Operator and Die Cast Technician

Shift Premium: 0-35¢-45¢ (0-30¢-40¢).

Paid Vacation: 6 weeks after 30 years of service (new).

Bereavement Leave: 1 day's paid leave upon death of spouse's grandparent (new).

Paid Education Leave (new): Employer contributes 1¢ per compensated hour to union fund.

Health and Welfare: Hearing - Coverage for full cost of hearing aids every 2 years (new).

Dental - Employer pays 100% of premium costs for braces and denture coverage, with 50%-50% co-insurance. Coverage continues to be updated to the current year's ODA fee schedule.

MACHINERY

Dorr-Oliver Canada Limited at Orillia - Local 4697, United Steelworkers (AFL-CIO/CLC):

A 36-month renewal agreement effective from January 1, 1989 to December 31, 1991, covering 262 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>	<u>Jan. 1/91</u>
General Increases		6%	5.5%	5%
Group 1 (includes Labourer)		\$11.01 (\$10.35)	\$11.62	\$12.20
Group XIV (Toolmaker)		\$15.09-\$15.27 (\$14.24-\$14.41)	\$15.92-\$16.11	\$16.72-\$16.92

Maximum rate for Group XIV is reached after 6 months.

Shift Premium: 0-45¢-55¢ (0-40¢-40¢).

Health and Welfare: LTD (new) - Effective January 1, 1991, benefit is 50% of normal 40-hour weekly wages to a maximum of \$2,500 per month.

Vision (new) - Effective January 1, 1989, maximum claim for prescription safety glasses is \$50 every 2 years. Effective January 1, 1990 and 1991, \$75 and \$100 respectively.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan (new): Employer Contribution - Effective January 1, 1989, 10¢ per hour paid to the union fund. Effective January 1, 1990, 15¢.

TRANSPORTATION EQUIPMENT

Walbar of Canada Inc. at Mississauga - Local 8991, United Steelworkers (AFL-CIO/CLC):

A 36-month renewal agreement effective from November 7, 1988 to November 6, 1991 covering 400 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 7/88</u>	<u>July 1/89</u>	<u>July 1/90</u>
General Increases			40¢	45¢
Skilled Trades Adjustment		25¢		
Additional Adjustments	Restructuring of Group 10 salary grid to combine start and pro- bationary rates; certain classif- ication adjustments			
Group 1 (includes Shipper)		\$9.45-\$9.75 (\$9.45-\$9.75)	\$9.85-\$10.15	\$10.30-\$10.60
Group 10 (includes Toolmaker)		\$16.15-\$16.75 (\$15.90-\$16.50)	\$16.55-\$17.15	\$17.00-\$17.60

Maximum rates are reached after 12 months.

- Lump Sum Payment: Effective December 22, 1988, \$1,000 per employee except employees in Groups 8 and 9 who were upgraded to Groups 9 and 10 respectively.
- Shift Premium: 0-40¢-50¢ for employees hired after December 11, 1988. Employees hired prior to December 11, 1988, continue to receive 10% of hourly rate.
- Paid Vacation: 4 weeks after 12 (13) years of service.
- Health and Welfare: Major Medical - Maximum \$30,000 per year for private-duty nursing care. (Previously, no maximum.)
Dental and Prescription Drugs - Coverage continues to be based on the current year's ODA fee schedule with annual deductibles of \$25 for each service. (Previously, no deductibles.)
- Safety Shoe Allowance (new): \$20 per year. Effective July 1, 1990 and 1991, \$25 and \$30 respectively.

Thomas Built Buses of Canada Limited at Woodstock - Local 636, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from November 1, 1988 to October 31, 1991, covering 260 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 1/88	Nov. 1/89	Nov. 1/90
General Increases		30¢	25¢	20¢
COLA Fold-in		50¢	50¢	25¢
Assembler		\$12.84 (\$12.04)	\$13.59	\$14.04
Maintenance		\$13.54 (\$12.74)	\$14.29	\$14.74

COLA: \$1.23 COLA was generated under the previous agreement, 50¢ was folded in on November 1, 1988 leaving 73¢ to float. Guaranteed fold-ins of 50¢ and 25¢ on November 1, 1989 and 1990 respectively.
1¢ per 0.34 point increase in the CPI - 1971=100, using the August 1988 index as the base. (Basic formula is unchanged.)

- Paid Vacation: 5 weeks after 20 years of service (new).
- Bereavement Leave: 1 day's paid leave upon death of son/daughter/grandparent-in-law (new).
- Health and Welfare: Life Insurance - Benefit is \$15,000 (\$13,000).
Vision (new) - Maximum claim is \$100 per family member every 2 years.
Dental - Coverage is based on the 1987 (1984) ODA fee schedule.
- Pension Plan: Basic Benefit - \$15 (\$11) per month per year of service.

Safety Prescription Glasses: Maximum \$60 (\$50) per year.

Safety Shoe Allowance: \$55 (\$50) per year. Effective November 1, 1989 and 1990, \$60 and \$65 respectively.

Tridon Limited at Burlington - Employees' Association (Ind.): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>
General Increases		53¢	50¢
Skilled Trades Adjustments		30¢	28¢
Operator Base		\$11.03 (\$10.50)	\$11.53
Toolmaker A		\$17.43 (\$16.60)	\$18.21

COLA: 1¢ per full 0.1% increase in the CPI - 1971=100 using the November 1988 index as the base. Triggered at 6% and adjusted quarterly. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: 0-42¢-47¢ (0-37¢-42¢). Effective January 1, 1990, 0-47¢-52¢.

Bereavement Leave: 1 day's paid leave upon death of current spouse's grandparent.

Health and Welfare: Life Insurance and AD & D - Benefit is \$18,000 (\$15,000). Effective January 1, 1990, \$20,000.

Dental - Coverage is based on the 1987 (1986) ODA fee schedule. Effective January 1, 1990, the 1988 ODA fee schedule.

Pension Plan: Basic Benefit - \$17 (\$16) per month per year of service. Effective January 1, 1990, \$18.

Safety Shoe Allowance: Maximum \$75 per year for all employees and 50% of cost of an additional pair per year to a maximum of \$37.50. (Previously, maximum \$65 per year for certain classifications.)

ELECTRICAL PRODUCTS

W.C.I. Manufacturing Ltd., Cambridge Plant, previously Franklin Manufacaturing Division at Cambridge - Lodge 1246, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from September 16, 1988 to September 15, 1991, covering 300 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 16/88</u>	<u>Sept. 16/89</u>	<u>Sept. 16/90</u>
General Increases		15¢	40¢	40¢

Labour Group 2 (includes Material Handler)	\$11.01 (\$10.86)	\$11.41	\$11.81
Labour Group 11 (includes Plant Electrical Maintenance A)	\$12.91 (\$12.76)	\$13.31	\$13.71

Lump Sum Payment:	\$600 per employee.
Call In Pay:	Minimum \$25 (\$20).
Shift Premium:	Effective September 16, 1989, 0-37¢-37¢ (0-34¢-37¢).
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$14,000 (\$13,500).
Pension Plan:	<u>Employer Contribution</u> - 30¢ (28¢) per hour worked to the I.A.M. Labour-Management Pension Fund. Effective September 16, 1989, 32¢. Effective September 16, 1990, 34¢.
Prescription Safety Glasses:	\$60 (\$55) per year.
Safety Shoe Allowance:	\$45 (\$40) per year.

Emerson Electric Canada Ltd., Motor Division at Napanee - Local 522, Electrical Workers (UE) (production and maintenance employees): A 24-month renewal agreement effective from November 1, 1988 to October 31, 1990, covering 260 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/88</u>	<u>Nov. 1/89</u>
	General Increases	4%	4%
	Additional Adjustments	25¢ to Labour Grade A	25¢ to Labour Grade A
	Labour Grade 10 (includes Assembly Operator)	\$8.92 (\$8.58)	\$9.28
	Labour Grade A (includes Class A Toolmaker)	\$12.54 (\$11.82)	\$13.29
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$13,000 (\$12,000) for employees with dependents and \$8,000 (\$7,000) for employees without dependents.		
Prescription Safety Glasses:	Effective November 1, 1989, maximum \$45 (\$40) per year.		
Safety Shoe Allowance:	Maximum \$45 (\$40) per year.		

NON-METALLIC MINERAL PRODUCTS

AFG Inc., previously Ford Glass Limited, Fabricated Products Division at Vaughan Township - Local 1985, Teamsters (AFL-CIO): A 36-month renewal agreement effective from December 1, 1988 to November 30, 1991, covering approximately 205 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/88</u>	<u>Dec. 1/89</u>	<u>Dec. 1/90</u>
General Increases		4.1%	4.1%	4.1%
Skilled Trades Adjustment		10¢		
Operator 2 (includes Packer and Glass Handler)		\$12.72 (\$12.22)	\$13.24	\$13.79
Electrician		\$16.09 (\$15.36)	\$16.75	\$17.44

Start Rate - 70% of job rate, progressing to 80% after 120 days worked and to 90% and 100% respectively after two additional 6-calendar month increases. (Previously, 80% of job rate to 90% after 6 months and 100% after 12 months based on days worked.)

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, using the average index for September, October and November 1990 as the base. Triggered at 5%. Adjusted quarterly. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: 0-35¢-45¢ (0-29¢-34¢). Effective December 1, 1989, 0-40¢-50¢.

Bereavement Leave: 3 (1) days' paid leave upon death of grandparent or grandchild.

Health and Welfare: Life Insurance - Benefit is \$27,000 (\$24,000). Effective December 1, 1990, \$29,000.

AD & D (new) - Effective December 1, 1990, benefit is \$5,000.

Dental - Coverage is based on the 1987 (1986) ODA fee schedule. Effective December 1, 1989 and 1990, the 1988 and 1989 ODA fee schedules respectively.

Pension Plan: Basic Benefit - \$17.50 (\$16.50) per month per year of service. Effective December 1, 1989 and 1990, \$18 and \$18.75 respectively.

Early Retirement - Employee aged 61 (62) with 30 (33) years of service may retire with accrued benefit.

Meal Allowance: \$4 (\$3.10).

Safety Shoe Allowance: Effective December 1, 1989, \$40 (\$35). Effective December 1, 1990, \$45.

Tool Allowance (skilled trades): \$75 (\$50) per year.

MISCELLANEOUS MANUFACTURING

Coro (Canada) Inc. at Toronto - Local 19, Metal Polishers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 2, 1989* to December 28, 1990, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previous agreement expired December 30, 1988.

Wages:	Effective	<u>Jan. 2/89</u>	<u>Jan. 2/90</u>
	Increases	approx. 4%	approx. 4%

Hourly Day Rates

Tubbing-Sorting	\$5.90-\$8.40 (\$5.65-\$8.10)	\$6.15-\$8.75
Maintenance	\$7.85-\$11.25 (\$7.55-\$10.80)	\$8.15-\$11.70

Maximum rates are reached after a combination of automatic and merit increases.

Windsor Mold Inc., Emrick Plastics Division - Local 195 Canadian Auto Workers (CLC): A 36-month renewal agreement effective from October 2, 1988 to October 1, 1991, covering 225 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 1/88</u>	<u>Oct. 1/89</u>	<u>Oct. 2/90</u>
	General Increases	55¢	35¢	35¢
	COLA Fold-in	\$1.15		
	Skilled Trades Adjustment	85¢		
	Machine Operator	\$11.75 (\$10.05)	\$12.10	\$12.45
	Electrician	\$16.55 (\$14.00)	\$16.90	\$17.25

Lump Sum Settlement Payment: \$100 per employee.

COLA: \$1.24 COLA was generated under the previous agreement; \$1.15 was folded into wages on December 1, 1988 leaving 9¢ to float.
1¢ per 0.4 point change in the CPI - 1971=100, using the September 1988 index as the base. Adjusted and folded in quarterly. (Basic formula is unchanged.)

Shift Premium: 0-30¢-30¢ (0-20¢-30¢).

Paid Vacation: 5 weeks after 15 years of service (new).

Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$13,000 (\$12,000). Effective October 1, 1989 and October 2, 1990, \$14,000 and \$15,000 respectively.
	<u>Vision</u> - Maximum claim is \$100 (\$80) per person every 2 years.
	<u>Hearing (new)</u> - Maximum claim is \$350 every 3 years.
	<u>Dental</u> - Maximum annual claim is \$1,000 (\$500). Employer pays 50% of premium costs for orthodontic coverage with a maximum claim of \$800 (new). Coverage continues to be based on the current year's ODA fee schedule.
	<u>Continuation of Benefits</u> - Employer will continue to pay health and welfare premium costs for 2 (1) months of layoff.
Pension Plan:	<u>Employer Contribution</u> - Effective October 1, 1989, 15¢ per hour worked to Canada Wide Industrial Pension Plan (CWIPP). (Previously, 10¢ per hour worked to a jointly administered trust fund.)
Safety Shoe Allowance:	\$60 (\$50) per year for eligible employees.

COMMUNICATION

CTV Television Network Limited, system-wide - Local 4, Canadian Television and Radio Artists (CLC) (TV performers and writers): Two 12-month renewal agreements effective from June 1, 1988 to May 31, 1989, covering approximately 3,606 Ontario freelance employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>June 1/88</u>
	General Increase	4%
	<u>Dramas</u>	
	<u>Minimum Fees*</u> (Daily Rates)	
	General Extra	\$92.77 (\$89.20)
	Principal Actor	\$297.80 (\$286.35)

* Minimum fees shown represent 8 hours.

Extra Duties Allowance:	\$45.18 (\$43.45) per hour when supervising or coaching during scheduled rehearsals.
	Minimum \$118.98 (\$114.35) extra for warm-ups and after closings of shows of up to 2 hours in length. The Principal Performer rate applies for warm-ups and closings of shows exceeding 2 hours (unchanged).
Mileage Allowance:	35¢ (34¢) per mile or 22¢ (21¢) per kilometre when required to use own car.

Northern Telephone Limited, northern Ontario - Local 6, Communications-Electrical Workers (CLC) (plant and office employees): A 36-month renewal agreement effective from March 1, 1988 to February 23, 1991, covering 220 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Mar. 1/88</u>	<u>Dec. 1/88</u>
	General Increases	4.5%	0.9% non-compounded
	<u>Weekly Rates</u>		
	Clerk 2	\$310.59-\$378.76	\$313.27-\$382.02
	(37.5 hours per week)	(\$297.22-\$362.45)	
	Plant Step 3	\$437.97	\$441.74
	(Labourer)	(\$419.11)	
	(40 hours per week)		
	Plant Class 1	\$705.56	\$711.64
	(includes Cable Splicer)	(\$675.18)	
	(40 hours per week)		
	Effective	<u>Apr. 16/89</u>	<u>May 27/90</u>
	General Increases	4.7%	5.3%
	Clerk 2	\$327.99-\$399.98	\$345.38-\$421.18
	Plant Step 3	\$462.50	\$487.01
	Plant Class 1	\$745.09	\$784.58
	Maximum rate for Clerk 2 is reached after six 6-month increases.		
COLA:	Effective January 13, 1991, 1% per 1% increase in the CPI - 1981=100 from the November 1989 index to the November 1990 index, triggered at 6.3% (5%). (Basic formula is unchanged. Formula did not trigger.)		
Overtime Pay (part-time employees):	Time and one-half after 25 hours per week worked due to workload demands and double time after 29 hours, only payable after part-time employee has worked 8 weeks at full-time hours and after all part-time employees have worked a total of 120 weeks per year at full-time hours due to workload demands. (Previously, payable from first week after 25 hours worked due to workload demands.)		
Paid Holidays:	Effective in 1988, 1 floating day is added for a total of 12 (11) days for employees with 3 years of service. Effective January 1, 1989, 1 floating day is added for a total of 13 days for employees with 10 years of service.		
Paid Vacation:	Effective in 1988, 1 additional day per year of service from 26 to 29 years. (Currently, 5 weeks after 20 years and 6 weeks after 30 years.) Effective in 1989, 5 weeks plus 3 days after 25 years, 5 weeks plus 4 days after 26 years and 6 weeks after 27 years. Effective in 1990, 6 weeks after 25 years.		
Health and Welfare:	<u>Dental</u> - Effective January 1, 1989, coverage is based on the 1986 (1985) ODA fee schedule. Effective January 1, 1990 and 1991, the 1987 and 1988 ODA fee schedules respectively.		

Part-time Employees - Employer pays 70% (60%) of premium costs pro-rated according to hours worked for OHIP, major medical and dental; and 70% of premium costs pro-rated for weekly indemnity and bereavement leave (new). Part-time employee is eligible for benefit coverage after working a minimum 20 hours per week for 48 continuous weeks (1 year). Part-time employee receives 25¢ per hour payment in lieu of benefits after 450 hours worked until eligible for or elects for benefit coverage (new).

Pension Plan: Basic Benefit - 2% (1.75%) based on the best 5 continuous years average earnings.

Early Retirement - Effective December 31, 1989, employee aged 59 with 26 years of service may retire early (previously, aged 60 with 25 years of service.) Effective December 31, 1990, aged 57 with 28 years of service.

Safety Shoe Allowance: \$80 (\$75) per year. Effective January 1, 1990, \$90.

RETAIL TRADE

N & D Supermarket Limited at Windsor - Employees Association (Ind.) (full-time and part-time retail food employees): Two 36-month renewal agreements effective from September 1, 1988 to August 31, 1991, covering 368 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
	General Increases*	3%	3%	4%
	<u>Part-time employees</u>			
	Student Packer (under 18 years of age)	\$5.15-\$5.41 (\$5.00-\$5.25)	\$5.30-\$5.57	\$5.51-\$5.79
	Non-Student General Help	\$6.33-\$7.73 (\$6.15-\$7.50)	\$6.52-\$7.96	\$6.78-\$8.28
	Cashier	\$6.49-\$9.58 (\$6.30-\$9.30)	\$6.68-\$9.87	\$6.95-\$10.26

Maximum rate for Student Packer is reached after 12 months, for Non-Student General Help, after 24 months and for Cashier, after 30 months.

* Apply to employees hired prior to December 18, 1988. The following rates are established for the term of the agreement for employees hired after December 18, 1988: Employees under 18 years of age, \$4.50 per hour plus negotiated increases. Employees over 18 years of age, \$4.75-\$7.50. Cashiers \$6.10-\$9.30. Maximum rates are reached after 36 months.

Economic Adjustments: Quarterly lump sum payments of 70¢ per hour (unchanged). Applies to part-time employees hired after December 18, 1988 after 1 year of service.

Pension Plan (Full-time employees): Basic Benefit - Effective January 1, 1990, \$23 (\$22) per month per year of service. Effective January 1, 1991, \$24.

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Ontario Catholic Occasional Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>
Increases		\$7.69 per day for Casual Occasional Teacher with Degree; \$5.82 for Teacher without Degree	\$6.23 per day for Teacher without Degree
Daily Rates*			
	<u>Casual Occasional Teacher</u>		
	Without Degree	\$88.97 (\$83.15)	\$95.20
	With Degree	\$117.57 (\$109.88)	\$117.57

*Daily rates include holiday and vacation pay.

Elgin County Board of Education at St. Thomas - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 297 employees, settled at the fact finder bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Feb. 1/89</u>
Increases		4.6% for Teachers, Principal, and Vice-Principal, \$2,314 for Co-ordinator	1.1% for Principal and Vice-Principal
Additional Adjustments			0-11 (0-12) years on all Teacher grids
Teacher Category I 0-12 years		\$22,489-\$43,200 (\$21,500-\$41,300)	\$22,484-\$43,195
Teacher Category IV 0-12 years		\$29,602-\$52,614 (\$28,300-\$50,300)	\$29,598-\$52,611
Principal 0-3 years		\$67,362-\$70,500 (\$64,400-\$67,400)	\$68,103-\$71,277
Vice-Principal 0-3 years		\$59,936-\$63,074 (\$57,300-\$60,300)	\$60,596-\$63,770

Co-ordinator 0-3 years	\$53,614-\$56,114 (\$51,300-\$53,800)	\$53,614-\$56,114
---------------------------	--	-------------------

Continuing Education Teacher (new): Effective September 1, 1988, \$22.80 per hour including vacation pay. Effective February 1, 1989, \$23.05.

Responsibility Allowances:	Effective	<u>Sept. 1/88</u>
	Director	\$2,950 (\$2,750)
	Major Head	\$2,600 (\$2,450)
	Minor Head, Assistant Head, Librarian	\$1,750 (\$1,650)
	Chairman	\$1,450 (\$1,350)

Master's Degree Allowance: \$600 (\$500).

Health and Welfare: Dental - Effective January 20, 1989, coverage is based on the 1987 (1986) ODA fee schedule.

Vision - Effective January 20, 1989, maximum claim is \$120 (\$100) per person every 2 years.

Professional Development Fund: \$40,000 (\$35,000).

Lincoln County Separate School Board at St. Catharines - Ontario English Catholic Teachers' Association and Association des Enseignants Franco Ontariens (Ind.) (elementary school teachers)*: A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 324 employees, settled at the fact finder stage. Duration of negotiations - 9½ months.

* Previously bargained with secondary school teachers.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>
	General Increases	3%	2%
	Teacher-Level D 0-6 years	\$20,505-\$29,242 (\$19,908-\$28,390)	\$20,915-\$29,827
	Teacher-Level A1 0-10 years	\$24,217-\$40,943 (\$23,512-\$39,750)	\$24,701-\$41,762
	Teacher-Level A4 0-11 years	\$29,885-\$52,251 (\$29,015-\$50,729)	\$30,483-\$53,296
	Effective	<u>Sept. 1/89</u>	<u>Jan. 1/90</u>
	General Increases	3%	2%
	Teacher-Level D	\$21,542-\$30,722	\$21,973-\$31,336
	Teacher-Level A1	\$25,442-\$43,015	\$25,951-\$43,875
	Teacher-Level A4	\$31,391-\$54,895	\$32,025-\$55,993

Responsibility Allowances:	Effective	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>	<u>Sept. 1/89</u>	<u>Jan. 1/90</u>
Principal		\$10,000 (\$9,300)	\$10,000	\$10,300	\$10,506
Vice-Principal		\$3,708 (\$3,600)	\$3,782	\$3,895	\$3,973
Co-ordinator		\$3,708 (\$3,600)	\$3,782	\$3,895	\$3,973
Consultant		\$2,678 (\$2,600)	\$2,732	\$2,814	\$2,870

Extra Degree Allowance: Increased in accordance with the general salary increases.

Home Instructor: \$25 (\$21.94) per hour.

Health and Welfare: Life Insurance - Maximum benefit is \$175,000 (\$150,000). Effective September 1, 1989, \$200,000.

LTD - Maximum benefit is \$3,000 (\$2,000) per month. Effective September 1, 1989, \$3,500.

Dental - Effective September 1, 1989, maximum lifetime claim for orthodontics is \$1,500 (\$1,000) per family member. Coverage continues to be based on the current year's ODA fee schedule.

Vision - Maximum claim is \$150 (\$100) per person every 2 years. Effective September 1, 1989, \$175.

Paid Adoption Leave: 3 (1) days' paid leave.

Paid Paternity Leave: 3 (2) days' paid leave.

Professional Development Fund (new): \$4,000 per year.

Niagara South Board of Education at Welland - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 850 employees, settled at the fact finder bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/88</u>
General Increase		5.32%
Teacher-Category D 0-5 years		\$18,527-\$25,800 (\$17,591-\$24,497)
Teacher-Category A1 0-12 years		\$23,796-\$42,230 (\$22,594-\$40,097)
Teacher-Category A4 0-12 years		\$29,562-\$53,096 (\$28,069-\$50,414)

Responsibility Allowances: Increased in accordance with the general salary increase.

Health and Welfare: Vision - Maximum claim is \$120 (\$100) per person every 2 years. Effective January 1, 1989, \$150.

LTD - Effective January 1, 1989, maximum benefit is \$2,800 (\$2,400) per month.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Professional Development Fund: \$50,703 (\$48,142).

Nipissing District Roman Catholic Separate School Board at North Bay - Ontario English Catholic Teachers' Association (Ind.)*: A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 216 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* Previously bargained with Association des Enseignants Franco-Ontariens (AEFO) (Ind.). The AEFO reached two new agreements: one for 237 elementary teachers, ratified in November 1988; and one for 116 secondary teachers, ratified in June 1988. Terms of settlement for the AEFO elementary teachers are similar to those reported below for the Ontario English Catholic Teachers Association.

Wages:	Effective	<u>Sept. 1/88</u>	<u>June 1/89</u>	<u>Sept. 1/89</u>
General Increases		4.5%	2%	*
Teacher-Category D 0-5 years		\$19,134-\$24,722 (\$18,310-\$23,657)	\$19,517-\$25,216	
Teacher-Category A1 0-11 years		\$25,294-\$41,090 (\$24,205-\$39,321)	\$25,800-\$41,912	
Teacher-Category A4 0-11 years		\$29,836-\$52,458 (\$28,551-\$50,199)	\$30,433-\$53,507	

* Increase to equal the percentage increase in the CPI from the June 1988 index to the June 1989 index plus .5%, to a maximum of 5%.

Responsibility Allowances:	Effective	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
Principal 0-4 (0-3) years			
Secondary School		\$12,000-\$16,400	\$13,000-\$17,800
Elementary School		\$6,500-\$9,300	\$7,000-\$10,200
(Previously A School B School)		(\$6,405-\$7,980) (\$5,727-\$7,518)	
Principal-Continuing Education and Summer School (new)		\$7,000	\$7,000
Consultant		\$1,900 (\$1,886)	\$2,150

Co-ordinator	\$3,800 (\$3,580)	\$4,300
Teacher Designate	\$750 (\$358)	\$750
Department Head	\$3,800 (\$1,072)	\$4,300
Assistant Department Head (new)	\$1,900	\$2,150

Trade Experience Allowance (new): \$800 per year to a maximum of \$6,400.

Health and Welfare: Life Insurance - Benefit is \$50,000 (\$35,000).

Vision - Employer pays 85% (75%) of premium costs. Maximum claim is \$200 per person every 2 years. Effective September 1, 1989, 90%.

Perth County Board of Education at Stratford - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 300 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increase	5.1%
	Teacher-Category 1 0-11 years	\$24,325-\$41,716 (\$23,146-\$39,690)
	Teacher-Category IV 0-11 years	\$29,188-\$53,102 (\$27,774-\$50,522)
	Vice-Principal 0-2 years	\$58,628-\$62,382 (\$55,783-\$59,355)
	Principal 0-2 years	\$66,822-\$70,586 (\$63,579-\$67,161)

Responsibility and Extra Degree Allowances: Increased by 5.1%

Health and Welfare: OHIP, Major Medical and Vision - Employer pays 85% (80%) of premium costs.

Life Insurance - Employer pays 85% (80%) of premium costs for the first \$25,000 of coverage.

Vision - Maximum claim is \$125 (\$75) per person over 18 every 2 years and per year per person under 18.

Dental - Employer pays 85% (70%) of premium costs. Coverage continues to be based on the previous year's ODA fee schedule.

Professional Development Fund: \$140 (\$125) per full-time equivalent teacher per year.

Paid Negotiation Leave (new): Paid leave for Branch Affiliate representatives participating in negotiations; supply teacher costs shared equally by Board and Branch Affiliate.

University of Guelph - Local 1334, Canadian Union of Public Employees (CLC) (trades, services and maintenance employees): A 12-month renewal agreement effective from May 1, 1988 to April 30, 1989, covering 372 employees, settled with mediation assistance. Duration of negotiations - 3½ months.

Wages:	Effective	<u>May 1/88</u>
	General Increase	5.9%
	Building Custodian 1	\$10.39 (\$9.81)
	Electrician	\$15.07 (\$14.25)

Lead Hand Premium: Appropriate job rate plus 5%. (Previously, job rate plus 20¢ per hour.)

Paid Vacation: 4 weeks after 9 (10) years of service, 5 weeks after 17 (20) years and 6 weeks after 28 years (new).

Paid Union Leave: 45 days (previously, 10 days per 100 employees) for persons selected to attend union meetings and conventions.

Paid Paternity Leave (new): 3 days at time of birth of child.

Health and Welfare: The following changes are effective July 1, 1988:

Major Medical - Plan amended to include emergency medical assistance benefits, general travel assistance benefits and assistance in paying hospital and medical expenses outside of Ontario.

Vision - Maximum claim is \$150 (\$100) per person every 2 years except every year (2 years) for children under 12 years.

HEALTH AND WELFARE SERVICES

Chatham Public General Hospital - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 30½-month renewal agreements effective from September 16, 1988 to March 31, 1991, covering 316 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 16/88</u>	<u>Sept. 16/89</u>	<u>Sept. 16/90</u>
	General Increases	4%	4%	2%
	Housekeeping Light	\$11.121-\$11.421 (\$10.693-\$10.982)	\$11.566-\$11.878	\$11.797-\$12.116
	RNA	\$12.187-\$12.602 (\$11.718-\$12.117)	\$12.674-\$13.106	\$12.927-\$13.368

Carpenter \$13.465-\$14.141 \$14.004-\$14.707 \$14.284-\$15.001
(\$12.947-\$13.597)

Maximum rates reached after 2 years.

Shift Premium: 0-40¢-40¢ per hour. (Previously, \$2.60 per shift.) Effective September 16, 1989, 0-44¢-44¢.

Standby Pay \$1.40 per hour.
(full-time employees) (new):

Paid Holidays: Easter Monday is added for a total of 12 (11) days.

Paid Vacation: Full-time - Effective in 1989, 5 weeks after 15 (17) years of service and 6 weeks after 25 years of service (new).

Health and Welfare (full-time employees): Semi-Private Hospitalization - Effective April 1, 1989, employer pays 100% (75%) of premium costs.

Dental - Effective January 1, 1989 and 1990, coverage is based on the 1989 (1988) and 1990 ODA fee schedules respectively.

Ottawa-Carleton Children's Aid Society at Ottawa - Local 454, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time employees): Two 36-month renewal agreements effective from January 1, 1988 to December 31, 1990, covering 340 employees, settled at the post-mediation bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Jan. 1/89 Jan. 1/90

Increases 4%-16% 4%

Back-up Workers 15% 5%

Pay Equity Adjustments Restructuring of salary grids*

Annual Rates

*Level 6 \$20,266-\$25,643 \$21,077-\$26,669
0-6 steps

*Level 9 \$30,704-\$40,404 \$31,932-\$42,020
(with Masters Degree)
0-8 steps

Additional Adjustments - Guaranteed minimum increase of 4% for childcare workers and social workers not in protection units and a guaranteed minimum increase of 6% for social workers in protection units.

Start Rates for Casual Part-time Child Care Worker - Effective January 1, 1989, \$8.77 (\$7.63) per hour increasing to \$9.20 (\$8) after 800 hours worked and \$9.55 (\$8.30) after 1600 hours worked, plus 5% in lieu of benefits. Effective January 1, 1990, \$9.21 increasing to \$9.66 after 800 hours and \$10.02 after 1600 hours.

Lump Sum Payment: 3% of employee's actual earnings from January 1, 1988 to November 30, 1988, in lieu of retroactivity.

Hours of Work:	35 (unchanged), 37½ (new) or 40 (unchanged) hours per week, depending on work assignment.
Shift Premium:	Effective January 1, 1989, 25¢ (15¢) per hour worked between 5 p.m. and 7 a.m. Effective January 1, 1990, 30¢.
Emergency Duty Pay:	\$75 (\$60) for first call on week-nights between 5 p.m. and 7 a.m. \$50 (\$40) for second call. \$288 (\$270) for on-call duty during week-ends. \$135 (\$120) for on-call duty on statutory holidays.
Sick Leave Plan:	Plan has been modified. Details are not available.
Health and Welfare:	<u>Dental</u> - Coverage is based on the 1988 (current year's) ODA fee schedule.
Severance Pay:	Payable at age 55 with 10 years of service. (Previously, after 10 years of service.)

PERSONAL SERVICES

Bitove Corporation, previously, York County Quality Foods Ltd. at Mississauga - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time service employees): A 36-month renewal agreement effective from May 22, 1988 to May 21, 1991, covering 375 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>May 22/88</u>	<u>May 22/89</u>	<u>May 22/90</u>
	Increases:			
	Non-Gratuity Employees	50¢	40¢	40¢
	Gratuity Employees	35¢	30¢	30¢
	<u>Full-Time</u>			
	Waithelp	\$4.90 (\$4.55)	\$5.20	\$5.50
	Bartender	\$6.00 (\$5.50)	\$6.40	\$6.80
	Chef	\$11.60 (\$11.10)	\$12.00	\$12.40

Meal Allowance: Employer provides a meal at a cost of 75¢ (50¢) per day to employee.

Parking Allowance: Employees hired after May 22, 1988, pay parking fees. (Previously, all employees received free parking.)

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (institutional care services category): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 5,276 employees, settled by arbitration. Duration of negotiations - 13 months.

Wages:	Effective	Jan. 1/88
	General Increase	5%
	<u>Weekly Rates</u>	
	Child Care Worker 1 (40 hours per week)	\$485.76-\$510.04 (\$462.63-\$485.75)
	Child Care Worker 4 (minimum 36½ hours per week)	\$594.05-\$678.21 (\$565.76-\$645.91)
	<u>Hourly Rates</u>	
	Psychiatric Nursing Assistant 2	\$12.33-\$12.89 (\$11.74-\$12.28)
	Maximum rates are reached in annual steps on merit.	

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (maintenance services category): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 4,994 employees, settled by arbitration. Duration of negotiations - 13 months.

Wages:	Effective	Jan. 1/88
	General Increase	5.2%
	Maintenance Electrician 40 hours per week	\$14.52-\$14.89 (\$13.80-\$14.15)
	<u>Weekly Rates</u>	
	Operator 1, Bindery Equipment 36½ hours per week	\$359.29-\$394.19 (\$341.53-\$374.71)
	Highway Equipment Supervisor 3 Minimum 36½ hours per week	\$825.67-\$899.34 (\$784.86-\$854.89)
	Maximum rates are reached in annual steps on merit.	

LOCAL ADMINISTRATION

Ottawa City Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 570 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Jan. 1/88	Aug. 12/88
	General Increases	4%	2.35%
	<u>Annual Rates</u>		
	Constable 3rd Class	\$31,916.88 (\$30,689.31)	\$32,666.93

Constable	\$40,420.24	\$41,370.12
1st Class	(\$38,865.62)	
Senior Sergeant	\$53,454.87	\$54,711.06
	(\$51,398.91)	

Paid Vacation/
Holidays: Employee on WCB may elect payment in lieu of time off.
(Previously, only time off.)

Health and
Welfare: Major Medical and Semi-Private Hospitalization Care - Employer pays up to a maximum of \$7.50 (\$4.58) per month for single coverage and \$19 (\$13.23) per month for family coverage.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Plain Clothes
Allowance: \$850 (\$750) per year.

Dry Cleaning
Allowance: \$300 (\$250) per year.

Ottawa City Corporation - Ontario Fire Fighters (Ind.): A 24-month renewal agreement effective from January 1, 1988 to December 31, 1989, covering 624 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
	General Increases	3.5%	2.07%

Annual Rates

Fire Fighter	\$31,905	\$32,565
3rd Class	(\$30,826)	
Fire Fighter	\$40,532	\$41,371
1st Class	(\$39,161)	
Platoon Chief	\$56,745	\$57,920
	(\$54,826)	

Effective	<u>Jan. 1/89</u>	<u>July 1/89</u>
-----------	------------------	------------------

General Increases	4.8%	.13%
Fire Fighter	\$34,129	\$34,173
3rd Class		
Fire Fighter	\$43,356	\$43,413
1st Class		
Platoon Chief	\$60,700	\$60,779

Paid Holidays: Easter Sunday is added for a total of 12 (11) days.

Health and
Welfare: Major Medical and Semi-Private Hospitalization - Employer pays a maximum of \$15.50 (\$10) per month for single coverage and \$19 (\$12) per month for family coverage.

Dental - Employer pays 75% of premium costs for Blue Cross Rider 2, with \$1,000 annual maximum and 80%-20% co-insurance (new), Riders 3 and 4, with \$1,000 annual maximum and \$3,000 lifetime maximum, and 50%-50% co-insurance (new).

Addenda

October 1988 Settlements

EDUCATION AND RELATED SERVICES

Middlesex County Board of Education at Hyde Park - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 400 employees, settled at the bargaining stage and ratified in October 1988. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/88</u>	<u>Mar. 1/89</u>	<u>Sept. 1/89</u>
	General Increases	4%*	1.9%*	5.5%*
	Teacher-Category I 0-5 years	\$18,740-\$25,830 (\$18,020-\$24,840)	\$19,100-\$26,330	\$20,150-\$27,780
	Teacher-Category IV 0-10 years	\$23,580-\$40,970 (\$22,670-\$39,390)	\$24,030-\$41,750	\$25,350-\$44,050
	Teacher-Category VII 0-12 years	\$28,320-\$51,960 (\$27,230-\$49,960)	\$28,860-\$52,960	\$30,450-\$55,870

* Rounded to the nearest \$10.

Responsibility Allowances: Increased in accordance with the general salary increases except for Consultants whose payment schedule was revised.

Paid Maternity Leave: Wages equivalent to the UIC maximum benefit for the two-week waiting period (new).

Health and Welfare: Dental - Maximum annual claim of \$1,500 per family member for major restorative services with 50%-50% co-insurance (new). Maximum lifetime claim of \$2,000 per dependent for orthodontic services with 50%-50% co-insurance (new).

Job Sharing Employees: Employer contribution to health and welfare benefits and to the superannuation fund has been discontinued.

Pension Plan: Early Retirement Incentive Plan - Plan only applies if there are surplus teachers in the total complement (new). A lump sum payment of between \$2,000 and \$10,000 (\$2,000 and \$14,000) for employees retiring at ages 60 to 64 respectively, depending on years of service.

Niagara South Board of Education at Welland - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 780 employees, settled at the bargaining stage and ratified in October 1988. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/88</u>
	Increases	5.32% for Teachers; 5.5% for Consultant, Vice-Principal and Principal
	Teacher-Category I 0-12 years	\$23,796-\$42,230 \$22,594-\$40,097)
	Teacher-Category IV 0-12 years	\$29,562-\$53,096 (\$28,069-\$50,414)
	Consultant 0-4 years	\$57,281-\$60,497 (\$54,295-\$57,343)
	Vice-Principal 0-4 years	\$58,471-\$62,400 (\$55,423-\$59,147)
	Principal	\$65,263-\$70,699 (\$61,861-\$67,014)

Responsibility Allowances:	<u>Sept. 1/88</u>
	Director \$3,200 (\$3,073)
	Region Head \$3,100 (\$2,960)
	Councillor \$3,100 (\$2,960)
	Minor Head \$2,050 (\$1,964)
	Assistant Head \$1,300 (\$1,252)
	Chairman \$1,100 (\$1,032)
	Co-ordinator \$430 (\$413)

Related Experience and War Service Allowances: \$235 (\$227) per allowable year.

Graduate Degree Allowance: \$635 (\$610) per allowable degree.

Continuing Education Teachers (new):
Night School - \$27.28 per hour.
Summer School - \$29.40 per hour.
Summer School - \$44.11 per hour.
Co-ordinator

Paid Paternity Leave (new): 1 day's paid leave.

Health and Welfare: LTD - Effective January 1, 1989, maximum benefit is \$2,800 (\$2,400) per month.

Vision - Effective January 1, 1989, maximum claim is \$150 (\$120) per person every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

November 1988 Settlements

Grey County Board of Education at Markdale - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 349 employees, settled with mediation assistance and ratified in November 1988. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/88	Feb. 1/89
Increases		5.51% for Teachers 5.5%-5.76% for Principal and Vice-Principal	.1% non-compounded for Teachers
Teacher-Category I 0-10 years		\$24,590-\$43,033 (\$23,306-\$40,786)	\$24,614-\$43,074
Teacher-Category IV 0-12 years		\$28,689-\$53,277 (\$27,191-\$50,495)	\$28,716-\$53,328
Vice-Principal 0-3 years		\$59,738-\$62,438 (\$56,483-\$59,183)	\$59,738-\$62,438
Principal 0-3 years		\$67,986-\$70,986 (\$64,285-\$67,285)	\$67,986-\$70,986
Responsibility Allowances:	Increased by 5.51%.		
Health and Welfare:	<u>Life Insurance</u> - Benefit is 3 (2½) times salary.		
	<u>Dental (new)</u> - Basic coverage is based on the 1986 ODA fee schedule.		

Kent County Roman Catholic Separate School Board at Chatham - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 36-month renewal agreement effective from September 1, 1988 to August 31, 1991, covering 400 employees, settled at the post fact finder bargaining stage and ratified in November 1988. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/88	Feb. 1/89
General Increases		4% rounded to the nearest \$10	1.25% non-compounded rounded to the nearest \$10
Teacher-Category D 0-6 years		\$18,240-\$26,690 (\$17,540-\$25,660)	\$18,460-\$27,010
Teacher-Category A1 0-10 years		\$24,080-\$41,360 (\$23,150-\$39,770)	\$24,370-\$41,860
Teacher-Category A4 0-12 years		\$29,030-\$52,300 (\$27,910-\$50,290)	\$29,380-\$52,930
Effective		Sept. 1/89	Sept. 1/90
General Increases		5% rounded to the nearest \$10	*

Teacher-Category D \$19,380-\$28,360

Teacher-Category A1 \$25,590-\$43,950

Teacher-Category A4 \$30,850-\$55,580

* Increases to equal the percentage increase in the CPI from June 1989 to June 1990. Salary grid for Teacher-Category A4 to be compressed to 11 years.

Responsibility Allowances: Converted to a factor of Teacher-Category A4 salaries and increased in accordance with general wage increase.

Health and Welfare: Life Insurance - Benefit is \$75,000 (\$60,000). Effective September 1, 1990, \$90,000.

Lanark County Board of Education at Perth - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 324 employees, settled at the post fact finder bargaining stage and ratified in November 1988. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/88</u>
	General Increases	4.8%
	Teacher-Category D	\$20,365-\$29,915
	0-8 (0-6) years	(\$19,432-\$25,125)
	Teacher-Category A1	\$24,863-\$42,177
	0-11 years	(\$23,724-\$40,255)
	Teacher-Category A4	\$29,556-\$52,965
	0-12 years	(\$28,202-\$50,539)
	Vice-Principal	\$56,216-\$57,683
	0-2 years	*
	Principal-Category II	\$61,217-\$65,896
	0-3 years	(\$58,413-\$62,878)

* Previously, based on salary grid plus allowance.

Responsibility Allowances: Increased in accordance with the general salary increase.

Metropolitan Separate School Board at Toronto - Local 1328, Canadian Union of Public Employees (CLC) (educational assistants): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 350 employees, settled at the bargaining stage and ratified in November 1988. Duration of negotiations - 8 days.

Wages:	Effective	<u>Sept. 1/88</u>
	Increase	3%-6.6%
	<u>Annual Rates</u>	
	Education Assistant	\$13,611-\$15,922
		(\$12,825-\$15,138)

Child and Youth Worker and	\$22,323-\$27,308
Health Care Assistant	(\$21,673-\$26,513)

Effective	Sept. 1/89
-----------	------------

Increase	4.5%-5.4%
----------	-----------

Weekly Rates

Education Assistant	\$333.70-\$387.44
---------------------	-------------------

Child and Youth Worker & Health Care Assistant	\$542.51-\$663.65
---	-------------------

Maximum rate for Education Assistant is reached after 6 (7) years in 4 steps. Effective September 1, 1989, after 5 years in 4 steps.

Maximum rate for Child and Youth Worker and Health Care Assistant is reached after 4 annual increases.

Paid Holidays: 1 additional day is added for a total of 10 (9) days. Effective September 1, 1989, 8 days.

Paid Vacation: Effective September 1, 1989, 1 day per month of service to a maximum of 10 days for less than 1 year of service, 3 weeks after 1 year, 4 weeks after 9 years, 5 weeks after 17 years, 26 days after 23 years, 27 days after 24 years, 28 days after 25 years, 29 days after 26 years and 6 weeks after 27 years. (Previously, 2 weeks after 1 year.)

Health and Welfare: Vision - Maximum claim is \$75 (\$60) per person every 2 years.

Life Insurance for Retirees - Benefit is \$5,000 (\$2,500).

Dental - Effective January 1, 1989 and 1990, the 1988 (1986) and 1989 ODA fee schedules respectively.

LTD (new) - Employer to establish LTD plan tentatively effective October 1, 1989. Employer to pay 75% of premium costs. Benefit is 75% of regular annual wage with UIC/CPP/WCB offsets for eligible full-time employees.

Continuation of Benefits - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity leave (new).

Mileage Allowance (new): 25¢ per kilometre with a minimum of \$2 per day if the distance is 1 km or more.

Sault Ste. Marie District Roman Catholic Separate School Board at Sault Ste. Marie - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 451 employees, settled with mediation assistance and ratified in November 1988. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/88	Feb. 8/89	Sept. 1/89
	General	4.2%	0.3% non-	4.5%
	Increases		compounded	

Teacher Category D 0-5 years	\$19,855-\$25,975 (\$19,053-\$24,928)	\$19,910-\$26,050	\$20,807-\$27,222
Teacher Category A1 0-10 years	\$24,670-\$40,850 (\$23,673-\$39,203)	\$24,737-\$40,967	\$25,851-\$42,811
Teacher Category A4 0-11 years	\$30,592-\$52,196 (\$29,357-\$50,092)	\$30,676-\$52,346	\$32,053-\$54,702

Continuing Education Pay (new): \$23 per hour including 4% vacation pay. Effective September 1, 1989, \$24.04.

Responsibility Allowances:

Effective	<u>Sept. 1/88</u>	<u>Feb. 8/89</u>	<u>Sept. 1/89</u>
<u>Principal</u>			
Secondary (new)			
0-300 students	\$10,800-\$13,800	\$10,800-\$13,800	\$11,286-\$14,421
301 or more students	\$12,750-\$15,750	\$12,750-\$15,750	\$13,324-\$16,459
Elementary	\$5,802 (\$5,568)	\$5,819	\$6,081
<u>Vice-Principal</u>			
Secondary (new)			
0-300 students	\$5,400-\$6,900	\$5,400-\$6,900	\$5,643-\$7,211
301 or more students	\$6,375-\$7,875	\$6,375-\$7,875	\$6,662-\$8,829
Elementary	\$2,896 (\$2,779)	\$2,904	\$3,035
Designated Teacher (new)	\$15.16/day	\$15.19/day	\$15.90/day
Co-ordinator	\$4,629 (\$4,442)	\$4,642	\$4,851
Chairpersons of Organizational Units	\$2,918 (2,120)	\$2,926	\$3,058

Related Experience Allowance (new): \$500 per year of experience to a maximum of \$4,500 for Secondary Technical Teacher.

Extra Curricular Activity Fund: Increased by 4.4%. Effective September 1, 1989, increased by 4.4%.

Transportation Allowance: 25¢ (24¢) per kilometre. Effective September 1, 1989, 26¢ per km.

Paid Preparation Time: Release Days (new) - 3 days per year provided on the basis of one day per term for Junior and Senior Kindergarten Teachers. 6.5 days per year distributed at the rate of 2.5 days in the first term, 2 days in the second term and 2 days in the third term for Grade 1 Teachers.

Paid Lunch Periods (new): Minimum of 40 consecutive minutes.

Wellington County Separate School Board at Guelph - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 367 employees, settled at the bargaining stage and ratified in November 1988. Duration of negotiations - 5½ months.

Wages:	Effective	Sept. 1/88	Jan. 1/89
Increases		3.5% for Teachers, approx. 3.5% for High School Principal and Vice-Principal	1.5% non- compounded*
Teacher-Level I 0-6 years		\$18,208-\$26,499 (\$17,592-\$25,603)	\$18,472-\$26,883
Teacher-Level IV 0-10 years		\$24,899-\$42,301 (\$24,057-\$40,871)	\$25,260-\$42,915
Teacher-Level VII 0-11 years		\$28,511-\$52,211 (\$27,547-\$50,445)	\$28,924-\$52,967
High School Principal		\$62,757-\$66,757 (\$60,500-\$64,500)	\$63,725-\$67,725
High School Vice- Principal		\$58,100-\$62,100 (\$56,000-\$60,000)	\$59,000-\$63,000
	Effective	Sept. 1/89	Jan. 1/90
Increases		3.5% non-compounded for Teachers, approx. 3.5% non-compounded for High School Principal and Vice-Principal*	1.5% non-compounded for Teachers, approx. 1.5% non-compounded for High School Principal and Vice-Principal*
Teacher-Level I		\$19,087-\$27,779	\$19,351-\$28,163
Teacher-Level IV		\$26,102-\$44,345	\$26,463-\$44,957
Teacher-Level VII		\$29,889-\$54,733	\$30,302-\$55,490
High School Principal		\$65,982-\$69,982	\$66,950-\$70,950
High School Vice- Principal		\$61,100-\$65,100	\$62,000-\$66,000

* Based on salary in effect August 31, 1988.

Responsibility
Allowances:

Elementary School Principal - \$4,938 (\$4,771) basic allowance plus experience allowance of \$140 (\$135) per year to a maximum of 10 years and \$260 (\$251) per teacher. Effective January 1, 1989, \$5,010, \$142 and \$264 respectively. Effective September 1, 1989, \$5,177, \$146 and \$272 respectively. Effective January 1, 1990, \$5,248, \$154 and \$276 respectively.

Elementary School Vice-Principal - \$2,591 (\$2,503) basic allowance plus experience allowance of \$140 (\$135) per year to a maximum of 10 years and \$154 (\$149) per teacher. Effective January 1, 1989, \$2,628, \$142 and \$156 respectively. Effective September 1, 1989, \$2,716, \$146 and \$162 respectively. Effective January 1, 1990, \$2,753, \$154 and \$164 respectively.

Supervisor - \$5,089 (\$4,917). Effective January 1, 1989, \$5,163. Effective September 1, 1989, \$5,335. Effective January 1, 1990, \$5,409.

Curriculum Co-ordinator - \$4,253 (\$4,109). Effective January 1, 1989, \$4,314. Effective September 1, 1989, \$4,458. Effective January 1, 1990, \$4,520.

Teacher-in-Charge - 10% (9%) of the basic allowance and 5% (new) of the teacher allowance of an elementary school principal.

Methods and
Resources
Specialists
Allowance:

\$856 (\$827). Effective September 1, 1989, \$876. Pro-rated for part-time employee.

Health and
Welfare:

Life Insurance - Benefit is 2 times annual salary to a maximum of \$140,000 (\$120,000).

Dental - Effective January 1, 1989 and September 1, 1989, the 1986 (1984) and 1987 ODA fee schedules respectively.

Ryerson Polytechnical Institute Board of Governors at Toronto - Local 4, Canadian

Educational Workers (Ind.) (full-time sessional and part-time instructors): A 24-month renewal agreement effective from August 16, 1988 to August 15, 1990, covering 283 employees, settled at the conciliation officer stage and ratified in November 1988. Duration of negotiations - 4 months.

Wages:

Effective	<u>Aug. 16/88</u>	<u>Aug. 16/89</u>
-----------	-------------------	-------------------

General Increases	5%	*
-------------------	----	---

Additional Adjustment	15 (16) salary levels
-----------------------	-----------------------

Basic Annual Salary**

Level 1 (C2)	\$29,163.98 (\$27,775.22)
--------------	------------------------------

Level 15 (C16)	\$52,497.47 (\$49,997.58)
----------------	------------------------------

Previous rates reflect a 6.3% increase on August 16, 1987.

* Increase to equal the percentage increase negotiated for the 1989-90 academic year by the Ryerson Faculty Association, or the percentage increase in the Toronto CPI from August 1988 to August 1989, whichever is greater.

** Includes pro-rata vacation pay and payment for statutory holidays falling within the period of appointment.

Paid Adoption Leave (new): 2 weeks at 93% of regular salary and up to 3 additional weeks at the difference between 93% of regular salary and UIC benefit.

Health and Welfare: Dental - Coverage continues to be based on the current year's ODA fee schedule.

Instructor Development Fund: \$20,000 (\$15,000) per year.

HEALTH AND WELFARE SERVICES

Home Care for Metropolitan Toronto - Employees Association (Ind.) (full-time clerical and professional employees): A 24-month renewal agreement effective from April 1, 1988 to March 31, 1990, covering 250 employees, settled at the bargaining stage and ratified in November 1988. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/88</u>	<u>Jan. 1/89</u>
	General Increases	3.5%	3.5%
	Clerk Junior	\$8.60-\$9.78 (\$8.31-\$9.45)	\$8.90-\$10.12
	Social Worker	\$18.45-\$20.14 (\$17.83-\$19.46)	\$19.10-\$20.84
	Effective	<u>Apr. 1/89</u>	<u>Jan. 1/90</u>
	General Increases	3.5%	1.5%
	Clerk Junior	\$9.21-\$10.47	\$9.35-\$10.63
	Social Worker	\$19.77-\$21.57	\$20.06-\$21.90

Maximum rates are reached after 4 years.

Health and Welfare: OHIP - Employer pays 100% (85%) of premium costs.

PROVINCIAL ADMINISTRATION

Workers' Compensation Board, province-wide - Local 1750, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from October 1, 1987 to September 30, 1988, covering 1,900 employees, settled by arbitration in November 1988. Duration of negotiations - 14½ months.

Wages:	Effective	<u>Oct. 1/87</u>
	General Increase	4.9%

Weekly Rates

Clerical and Administrative

36½ hours per week

Salary Grade 001	\$338.22-\$364.08
(Records Control Clerk 3)	(\$322.42-\$347.07)

Salary Grade 009	\$557.09-\$682.44
(includes Buyer-D.R.C.)	(\$531.07-\$650.56)

Industrial

37½ hours per week

Salary Grade 021	\$370.21
(Sewing Machine Operator)	(\$352.92)

Salary Grade 032	\$616.09
(includes Electrician)	(\$587.31)

Maximum rate for Records Control Clerk 3 is reached after 18 months, and for Buyer-D.R.C. after 3 years.

Shift Premium: 55¢ (50¢) for all hours worked between 11 p.m. and 7 a.m. and 50¢ for all hours worked between 5 p.m. and 11 p.m. (unchanged).

Standby Pay (new): Basic hourly rate for all hours on standby.

Paid Vacation: Effective December 12, 1988, 5 weeks after 16 (18) years of service.

Paid Adoption Leave (new): 2 weeks at 93% of weekly rate, plus up to a maximum of 15 additional weeks at the difference between 93% of weekly rate and UIC benefit. Seniority and service to accrue during such leave.

Health and Welfare: Dental - Employer pays 90% (80%) of premium costs. Coverage continues to be based on the current year's ODA fee schedule.

LTD - Employer pays 1.5% (0.7%) of gross employee earnings to cover premium costs. Benefit is 75% of gross regular salary, with offsets for CPP and any other income. (Previously, 90% of gross earnings.)

Payment in Lieu of Fringe Benefits (part-time): 13% (12%) of regular weekly earnings.

CA 20N
L
- C 53.

ISSN 0830-0062



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO

JANUARY TO DECEMBER 1988
CUMULATIVE INDEX BY EMPLOYER

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER



GLENN R. THOMPSON
DEPUTY MINISTER

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Abitibi-Price Inc., Hilroy Div., Toronto, Cdn. Paperworkers (CLC)	Apr.	100
Abitibi-Price Inc., Lakehead Woodlands Div., Thunder Bay, Woodworkers-Canada (AFL-CIO/CLC)	May	144
Accuride Canada Inc., London, Cdn. Auto Workers (CLC)	Jan.	11
AFG Inc., Vaughan Township, Teamsters (AFL-CIO)	Dec.	419
Air Canada, system-wide, Cdn. Auto Workers (CLC) (full-time and part-time sales department empls.)	Oct.	353
Air Canada, system-wide, CUPE (CLC)(flight attendants)	May	149
Air Canada, system-wide, Machinists (AFL-CIO/CLC)	Jan.	13
Algoma Steel Corp. Ltd., Steelworks and Tube Div., Sault Ste. Marie and Algoma Ore Div., Wawa, United Steelworkers (AFL-CIO/CLC) (clerical, technical, mine, production and maintenance mill empls.)	Juné	193
All-Way Transportation Corp., Wheel-Trans Div., Toronto, Transit Union (Intl.) (AFL-CIO/CLC)	May	150
Amoco Fabrics and Fibers Ltd., Hawkesbury, Woodworkers Canada (AFL-CIO/CLC)	May	137
Architectural Glass and Metal Contractors Assn., province-wide, Painters (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	164
Arrowhead Metals Ltd., Toronto, Cdn. Auto Workers (CLC)	Feb.	27
Artex Woollens Ltd., Cambridge, Clothing and Textile Workers (AFL-CIO/CLC)	Mar.	52
Assn. of Cdn. Film and Television Producers (ACFTP), Cdn. Film and Television Assn. (CFTA), National Film Board of Canada (NFB), and Assn. des Producteurs de Film et de Video du Quebec (APFVQ), Canada-wide, Cdn. TV and Radio Artists (ACTRA) (CLC)	Sept.	335
Associated Fur Industries of Toronto Inc., Food and Commercial Workers (AFL-CIO/CLC)	June	191
Bata Industries Ltd., Bata Footwear Div., Batawa and Trenton, Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse empls.)	Oct.	350
Baxter Corp., Brantford, Cdn. Auto Workers (CLC)	Nov.	391
Beatrice International (Canada) Ltd., Colonial Cookies Div., Kitchener, Food and Commercial Workers (AFL-CIO/CLC)	Feb.	25
Beckers Lay-Tech Inc., Kitchener, Rubber Workers (AFL-CIO/CLC)	June	189
Bell Canada, Ont., Que. and NWT, Communications-Electrical Workers (CLC) (operator services and dining service empls., and craft and services empls.)	Oct.	355

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Bell Canada, Ont. and Que., Cdn. Telephone Empls. Assn. (Ind.) (communications sales empls.)	Aug.	307
Bell Canada, Ont. and Que., Cdn. Telephone Empls. Assn. (Ind.) (clerical and associated empls.)	June	215
Bell Canada, Tele-Direct (Publications) Inc. Div., Ottawa, Sudbury, Thunder Bay, Toronto and Waterloo, Cdn. Telephone Empls. Assn. (Ind.) (clerical and associated empls.)	Sept.	336
Bell Canada, Tele-Direct (Publications) Inc. Div., Toronto, Mississauga and Waterloo, Office and Professional Empls. (AFL- CIO/CLC) (sales representatives)	Sept.	337
Benn Iron Foundry Ltd., Wallaceburg, Cdn. Auto Workers (CLC)	Aug.	301
Bitove Corp., Mississauga, Food and Commercial Workers (AFL- CIO/CLC) (full-time and part-time service empls.)	Dec.	431
Blackstone Industrial Products Ltd., Stratford, Cdn. Auto Workers (CLC)	Mar.	86
Boeing Canada, Arnprior Div., Machinists (AFL-CIO/CLC) (production and maintenance empls.)	May	140
Boilermaker Contractors Assn., Canada-wide except British Columbia, Alberta and Quebec, Boilermakers (AFL-CIO/CFL)	Sept.	323
Boots Drug Stores (Canada) Ltd., province-wide except the Regional Municipality of Ottawa-Carleton, Food and Commercial Workers (AFL-CIO/CLC)	May	152
Boots Drug Stores (Canada) Ltd., Ottawa, Retail Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	July	274
Borden Company Ltd., Sunworthy Wallcoverings, Brampton, Cdn. Paperworkers (CLC)	Mar.	54
Brant County Board of Education, Brantford, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	220
Brant County Board of Education, Brantford, Ont. Secondary School Teachers' Fed. (Ind.)	June	220
Brewers' Warehousing Co. Ltd., province-wide; Molson Ontario Breweries Ltd., Toronto and Barrie; Labatt Brewing Co. Ltd., Labatt's Ontario Breweries Div., Toronto, Waterloo and London; Carling O'Keefe Breweries of Canada Limited, Toronto, Brewery and General Workers (NUPGE) (CLC), Brewery and Soft Drink Workers (NUPGE) (CLC), Cdn. Auto Workers (CLC), Food and Commercial Workers (AFL-CIO/CLC), National Brewery Workers' Union (CLC) (warehouse, retail store clerks, office, production, maintenance and transport empls.)	Mar.	50
Brown Shoe Co. of Canada Ltd., Stirling, Food and Commercial Workers (AFL-CIO/CLC)	Mar.	89

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Brown Shoe Co. of Canada Ltd., Perth, United Textile Workers (AFL-CIO/CLC)	Nov.	381
Bruce County Board of Education, Chesley, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	221
Burlington Die Castings Co. Ltd., Cdn. Auto Workers (CLC)	Apr.	102
Butler Metal Products and Butler Polymet, Cambridge, Cdn. Auto Workers (CLC)	July	286
Canada Packers, Black Diamond Cheese Div., Belleville, Energy and Chemical Workers (CLC)	June	187
Canada Packers Inc., Bramalea, Food and Commercial Workers (AFL-CIO/CLC)	June	187
Canada Packers Inc., Canada Packers Poultry Div., Walkerton, Food and Commercial Workers (AFL-CIO/CLC)	Sept.	319
Canada Packers Inc., Toronto, Food and Commercial Workers (AFL-CIO/CLC)	June	186
Canada Post Corp., Canada-wide, Public Service Alliance (CLC) (supervisory and non-supervisory general labour and trades empls. and supervisory general services empls.)	Sept.	327
Canada Post Corp., Canada-wide, Public Service Alliance (CLC)	Sept.	327
Canada Post Corp., Canada-wide, Cdn. Union of Postal Workers (CLC) (full-time and part-time empls.)	June	216
Canada Safeway Ltd., Dryden, Fort Frances and Kenora, Food and Commercial Workers (AFL-CIO/CLC)	Aug.	307
Canada Safeway Ltd., Thunder Bay, Food and Commercial Workers (AFL-CIO/CLC)	Oct.	357
Canada Veneers Ltd. and Hogan Lake Timber (1976) Ltd., Pembroke, Carpenters (AFL-CIO)	Nov.	383
Canada Wire and Cable Ltd., Toronto, Electrical Workers (UE) (CLC)	Nov.	390
Canadian Advertising Institute and Canadian Advertisers Assn., National Commercial Agreement, Canadian TV and Radio Artists (CLC) (freelance empls.)	Apr.	113
Canadian Airlines Intl. Ltd., system-wide, Air Line Pilots (Ind.)	July	273
Canadian Airlines Intl., Ltd., system-wide, Transportation-Communications (AFL-CIO/CLC) (full-time and reduced-time agents, schedulers, passenger service representatives and teletypists)	Apr.	120
Canadian Automatic Sprinkler Assn., Canada-wide except Que. and B.C., Plumbers (AFL-CIO/CFL) (Road Sprinkler Fitter Agreement)	July	271
Canadian Blower/Canada Pumps Ltd., Kitchener, United Steelworkers (AFL-CIO/CLC) (production, office, clerical and technical empls.)	July	267

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Canadian General-Tower Ltd., Cambridge, Rubber Workers (AFL-CIO/CLC)	Jan.	19
Canadian Imperial Bank of Commerce, Chargex Centre, Toronto, CLC Directly Chartered (full-time and part-time empls.)	Mar.	72
Canadian Independent Commercial Producers Assn., Toronto, Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC)	Apr.	112
Canadian Lake Carriers Assn., Ontario and Quebec, Marine Officers (AFL-CIO/CLC)	Feb.	42
Canadian Lake Carriers Assn., Ontario and Quebec, Merchant Service Guild (CLC)	Feb.	43
Canadian Mining and Energy Corp., Port Hope, United Steelworkers (AFL-CIO/CLC)	Oct.	351
Canadian National Railway Co. and Canadian Pacific Ltd., CP Rail division, system-wide, Associated Railway Unions	Feb.	29
Canadian National Railway Co., system-wide, Locomotive Engineers (Ind.) (locomotive engineers, firemen and hostlers)	Feb.	31
Canadian National Railway Co., system-wide, Rail Traffic Controllers (CCU)	Feb.	31
Canadian National Railway Co., system-wide, Machinists, Plumbers and Sheet Metal Workers (AFL-CIO/CLC and CFL) (shopcraft empls.)	Aug.	305
Canadian Pacific Express and Transport Ltd. CP Express and Transport Ltd. Div., Atlantic, Eastern and Western Regions, Transportation-Communications (AFL-CIO/CLC) (warehousemen, drivers, mechanics, clerks and other empls.)	Feb.	31
Canadian Pacific Forest Products Ltd., Dryden Woodlands Operations, Canadian Paperworkers (CLC)	July	259
Canadian Pacific Forest Products Ltd., Canadian Paperworkers (CLC) and Energy and Chemical Workers (CLC) (production and office empls.)	Dec.	412
Canadian Pacific Forest Products Ltd., Thunder Bay Woodlands Operations, Woodworkers Canada (AFL-CIO/CLC)	May	146
Canadian Pacific Hotels Corp., carrying on business as L'Hotel, Toronto, Textile Processors (Ind.)(full-time and part-time empls.)	July	280
Canadian Pacific Ltd., Electrical Workers (IBEW), Firemen and Oilers, Machinists, Plumbers, and Sheet Metal Workers (AFL-CIO/CLC and CFL)(shopcraft empls.)	June	214
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa, and Toronto, Employees Assn. (Ind.) (full-time and part-time empls.)	June	238

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Canadian Woodwork Manufacturers Assn., Toronto and vicinity, Carpenters (AFL-CIO)	July	265
Canparts Automotive International Ltd., Cambridge, Food and Commercial Workers (AFL-CIO/CLC)	Jan.	12
Canron Inc., Pipe Div., Hamilton, United Steelworkers (AFL- CIO/CLC)	May	138
Canstar Sports Group Inc., Bauer Div., Kitchener, Clothing and Textile Workers (AFL-CIO/CLC) (production empls.)	June	190
Carleton Board of Education, Nepean, Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	109
Carleton Board of Education, Nepean, Ont. Secondary School Teachers' Fed. (Ind.) (secondary school occasional teachers)	Mar.	72
Carleton Roman Catholic Separate School Board, Nepean, Ont. English Catholic Teachers' Assn. (Ind.)	May	175
Carleton University, Ottawa, University Professors (Ind.) (professors, librarians and instructors)	Sept.	334
Carpenters Employer Bargaining Agency, province-wide, Carpenters (AFL-CIO) (industrial, commercial and institutional construction)	June	208
Catalytic Maintenance Inc., various southern Ont. locations, Multi-union (maintenance empls.)	Nov.	403
Cement Masons Employer Bargaining Agency for the Ontario General Contractors Assn. Labour Relations Bureau, Waterproofing Contractors Assn. of Ontario, Concrete Floor Contractors Assn. of Ontario, and Industrial Contractors Assn. of Canada, province-wide, Ont. Provincial Conference, Plasterers (AFL- CIO/CFL) (cement masons) (industrial, commercial and institutional construction)	May	165
Central Park Lodges, Hamilton, London, Ottawa and Toronto, Service Employees Intl. (AFL-CIO/CLC)(full-time and part-time retirement home empls.)	July	278
CFTO-TV Limited, Toronto, Broadcast Employees (NABET) (CLC) (technical, production, news and office div.)	Aug.	306
Chatham Public General Hospital, Service Employees Intl. (AFL- CIO/CLC) (full-time and part-time service empls.)	Dec.	429
Chromalox Inc., Cambridge, United Steelworkers (AFL-CIO/CLC)	June	196
Cobi Foods Inc., Bloomfield Div., Bloomfield, Food and Commercial Workers (AFL-CIO/CLC)	Apr.	122
Computing Devices Co., Ottawa and Stittsville, Employees' Assn. (Ind.)	Nov.	389
Consolidated Fastfrate Transport Inc., Toronto, Teamsters (AFL- CIO)	Oct.	354

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Consumers' Gas Co. Ltd., Toronto and other locations in Ont., Energy and Chemical Workers (CLC) (operating, maintenance and office empls.)	May	150
Cooper Canada Ltd., Toronto, Glass, Molders and Allied Workers (AFL-CIO/CLC)	Nov.	392
Coro (Canada) Inc., Toronto, Metal Polishers (AFL-CIO/CLC)	Dec.	420
Council of Printing Industries of Canada, Toronto, Ont. and Montreal, Que., Graphic Communications Union (AFL-CIO/CLC) (lithographic and web press empls.)	Apr.	124
Council of Printing Industries of Canada, Toronto and district, Graphic Communications Union (AFL-CIO/CLC) (bookbinders)	May	138
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Quebec, Graphic Communications Union (AFL-CIO/CLC) (lithographers and photoengravers)	Mar.	55
Courtaulds Fibres Canada, Cornwall, Clothing and Textile Workers (AFL-CIO/CLC)	Oct.	350
Crane Canada Inc., Brantford, United Steelworkers (AFL-CIO/CLC)	Apr.	103
Crothers Ltd., Toronto and Concord, Cdn. Auto Workers (CLC)	Feb.	32
CTV Television Network Ltd., system-wide, Cdn. Television and Radio Artists (CLC) (TV performers and writers)	Dec.	421
Cygnus Industries Inc., Webster Manufacturing Div., London, Glass, Molders and Allied Workers (AFL-CIO/CLC)	May	140
Dare Foods Ltd., Biscuit Div., Kitchener, Bakery and Tobacco Workers (AFL-CIO-CLC)	July	262
Dashwood Industries Ltd., Centralia, Carpenters (AFL-CIO)	Jan.	6
Dofasco Inc., Adams Mine, Kirkland Lake and Sherman Mine, Temagami, United Steelworkers (AFL-CIO/CLC) (production and maintenance empls. at both mines and office, clerical and technical empls., Adams Mine)	Apr.	95
Domglas Inc., Brampton, Aluminum, Brick and Glass Workers (AFL- CIO/CLC)	Mar.	65
Dominion Textile Inc., Long Sault Fabrics Plant, United Textile Workers (AFL-CIO/CLC)	Jan.	5
Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Div., Goderich, Energy and Chemical Workers (CLC)	Apr.	96
Domtar Inc., Domtar Construction Materials/Gypsum Products, Caledonia, United Steelworkers (AFL-CIO/CLC)	Apr.	107
Domtar Inc., Domtar Fine Papers Div., Cornwall, St. Catharines and Toronto, Cdn. Paperworkers (CLC)	Jan.	7

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Domtar Inc., Domtar Packaging, Corrugated Containers Div., various centres in Manitoba, Ontario and Quebec, Cdn. Paperworkers (CLC)	July	265
Dorr-Oliver Canada Ltd., Orillia, United Steelworkers (AFL-CIO/CLC)	Dec.	415
Dow Chemical Canada Inc., Sarnia, Energy and Chemical Workers (CLC)	Nov.	391
Drug Trading Co. Ltd. and Druggists' Corp. Ltd., Scarborough and Toronto, Energy and Chemical Workers (CLC) (office, plant and warehouse empls.)	June	217
Du Pont Canada Inc., Kingston Works, Kingston Independent Nylon Workers Union (Ind.)	Jan.	5
Dufferin County Board of Education, Orangeville, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	221
Dufferin-Peel Roman Catholic Separate School Board, Mississauga, Ont. Catholic Occasional Teachers' Assn. (Ind.)	Dec.	424
Durham Board of Education, Oshawa, CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	Sept.	330
Durham Board of Education, Oshawa, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Mar.	88
Durham Regional Municipality, Homes for the Aged, Whitby, Oshawa and Beaverton, CUPE (CLC) (full-time and part-time service empls.)	Feb.	38
Durham Regional Municipality, Whitby, CUPE (CLC) (inside and health services empls.)	Nov.	402
E. B. Eddy Forest Products Ltd., Wood Products Div., Nairn Township, Cdn. Paperworkers (CLC)	Sept.	320
E. B. Eddy Forest Products Ltd., Forestry Div., Espanola, Woodworkers-Canada (AFL-CIO/CLC)	July	259
East York Borough and The Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education, Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	362
Electrical Power Systems Construction Assn., province-wide, Allied Construction Trades Council of Ont.	Sept.	322
Electrical Power Systems Construction Assn., province-wide, Boilermakers (AFL-CIO/CFL)	Sept.	322
Electrical Power Systems Construction Assn., province-wide, Electrical Workers (IBEW) (AFL-CIO/CFL) (Generation Projects Construction)	June	202
Electrical Power Systems Construction Assn., province-wide, Plumbers (AFL-CIO/CFL)	June	206

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Electrical Power Systems Construction Assn., province-wide, Structural Iron Workers (AFL-CIO)	June	204
Electrical Power Systems Construction Assn., province-wide, Electrical Workers (IBEW) (AFL-CIO/CFL) (Transmission System Construction)	June	204
Electrical Trade Bargaining Agency of the Electrical Contractors Assn. of Ontario, province-wide, Electrical Workers (IBEW) (AFL- CIO/CFL) (industrial, commercial, institutional and residential construction)	May	165
Electrical Trade Bargaining Agency of the Electrical Contractors Assn. of Ont., province-wide, Electrical Workers (IBEW) (AFL- CIO/CFL) (non-ICI linework)	Sept.	340
Electro Porcelain Co. Ltd., Waterloo, United Steelworkers (AFL- CIO/CLC)	Mar.	63
Elgin County Board of Education, St. Thomas, Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	424
Emerson Electric Canada Ltd., Motor Div., Napanee, Electrical Workers (UE) (production and maintenance empls.)	Dec.	418
Eplett Dairies Co. Ltd., Brampton, Retail, Wholesale Employees (AFL-CIO/CLC)	Dec.	410
Esselte Pendaflex Canada Inc., Toronto and Mississauga, Graphic Communications Union (AFL-CIO/CLC)	Jan.	9
Essex County Board of Education, Essex, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	331
Essex County Board of Education, Essex, Ont. Secondary School Teachers' Fed. (Ind.)	June	222
Etobicoke City Corp., Intl. Fire Fighters (AFL-CIO/CLC)	Apr.	114
Exhibition Place Board of Governors, Stadium and Operations Divs., Toronto, Labourers (AFL-CIO)	June	240
Extendicare Health Services Inc., Beacon Hill Lodges of Canada Ltd., Diversicare Inc., and Versa-Care Ltd., various centres in Ontario, Service Employees Intl. (AFL-CIO/CLC) (full-time, part- time and casual service empls.)	Mar.	77
F. W. Fearman Co. Ltd., Burlington, Food and Commercial Workers (AFL-CIO/CLC)	Nov.	379
Fabricated Steel Products (Windsor) Ltd., Windsor, Cdn. Auto Workers (CLC)	June	198
Falconbridge Ltd., Indusmin Div., Fahramet, Orillia, Employees Assn. (Ind.)	Mar.	90
Falconbridge Ltd., Sudbury, Cdn. Mine, Mill and Smelter Workers (CCU) (mine and surface empls.)	Aug.	296

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Federal Pioneer Ltd., Toronto, Communications-Electrical Workers (CLC)	Feb.	28
Federated Building Maintenance Co. Ltd., Toronto, Textile and Chemical Union (CCU)	Mar.	79
Fiberglas Canada Inc., Sarnia, Energy and Chemical Workers (CLC)	Mar.	64
Fiberglas Canada Inc., Textile and Chemical Plants, Guelph, Clothing and Textile Workers (AFL-CIO/CLC)	July	264
Fleetwood Canada Limited, Lindsay, Clothing and Textile Workers (AFL-CIO/CLC)	Sept.	321
Frontenac County Board of Education, Kingston, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	223
Frontenac County Board of Education, Kingston, Ont. Secondary School Teachers' Fed. (Ind.)	Aug.	308
Frontenac-Lennox and Addington County Roman Catholic Separate School Board, Kingston, Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	363
Fruehauf Canada Inc., Dixie Manufacturing Plant and Factory Service Branch, Mississauga, Cdn. Auto Workers (CLC)	July	267
G. W. Martin Veneer Ltd., Sault Ste Marie, Woodworkers (AFL-CIO/CLC)	Mar.	53
Gabriel of Canada Ltd., Toronto and Mississauga, Machinists (AFL-CIO/CLC)	Apr.	125
Gates Canada Inc., Brantford, Rubber Workers (AFL-CIO/CLC)	Apr.	97
Geiger International, Toronto, Carpenters (AFL-CIO)	Apr.	99
General Chemical Canada Ltd., Amherstburg, Cdn. Auto Workers (CLC)	Jan.	21
General Foods Inc., Cobourg, Food And Commercial Workers (AFL-CIO/CLC) (production and laboratory empls.)	May	136
General Foods Inc., Hostess Food Products Ltd. Div., Cambridge, Retail Wholesale Empls. (AFL-CIO/CLC) (production empls. and transport drivers)	May	135
General Signal Limited, Edwards Unit, Owen Sound, United Steelworkers (AFL-CIO/CLC)	Oct.	352
Giant Yellowknife Mines Ltd., Schumacher, Ross and Pamour 1 Mines, Timmins, United Steelworkers (AFL-CIO/CLC) (mine and plant empls.)	Oct.	372
Great Atlantic and Pacific Co. of Canada Ltd., province-wide, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Sept.	329

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Great Atlantic and Pacific Co. of Canada Ltd., New Dominion Stores Div., province-wide, Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Nov.	393
Great Northern Apparel Inc., Cornwall, Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	6
Grey County Board of Education, Markdale, Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	289
Grey County Board of Education, Markdale, Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	436
H. J. Heinz Co. of Canada Ltd., Leamington, Food and Commercial Workers (AFL-CIO/CLC) (plant, office, clerical, technical and quality control empls.)	June	188
H.E. Vannatter Limited, Wallaceburg, United Auto Workers (AFL-CIO)	Dec.	414
Halton Board of Education, Burlington, CUPE (CLC) (full-time maintenance and custodial empls.)	July	275
Halton Board of Education, Burlington, Employees Assn. (Ind.) (full-time and academic year clerical and technical empls.)	July	291
Halton Board of Education, Burlington, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	291
Halton Board of Education, Burlington, Ont. Secondary School Teachers' Fed. (Ind.)	July	290
Halton Regional Board of Commissioners of Police, Oakville, Police Assn. (Ind.) (uniformed and civilian empls.)	Mar.	80
Halton Regional Municipality, Halton Centennial Manor, Milton, Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time service empls.)	Apr.	123
Halton Regional Municipality, Halton Centennial Manor, Milton, Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time service empls.)	Feb.	39
Hamilton City Board of Education, CUPE (CLC) (full-time and part-time caretakers, bus drivers maintenance, cleaning and cooking empls.)	Jan.	14
Hamilton City Board of Education, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	224
Hamilton City Board of Education, Ont. Secondary School Teachers' Fed. (Ind.)	June	224
Hamilton Street Railway Co. and Canada Coach Lines Ltd., Hamilton, Transit Union (AFL-CIO/CLC) (hourly rated and salaried empls.)	Apr.	126
Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton, Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary school teachers)	Mar.	73

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton, Ont. English Catholic Teachers' Assn. (Ind.) (secondary school teachers)	Mar.	74
Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton, Professional Staff Assn. (Ind.)(Unit 1: clerical, technical and office empls.; Unit 2: educational assistants and professional support staff)	June	245
Hand Assn. of Sewer, Watermain and Road Contractors, OLRB Area 26 plus the Township of North and South Grimsby and the Regional Municipality of Halldimand Norfolk, Intl. Operating Engineers (AFL-CIO/CFL)	June	207
Hastings County Board of Education, Belleville, CUPE (CLC) (custodial and maintenance empls., bus and truck drivers, teacher assts., and office empls.)	June	226
Heavy Construction Assn. of Toronto (Heavy Construction, TTC Subway Tunnel and Field Precast Manufacturing Operations), OLRB Area 8, Labourers (AFL-CIO)	May	162
Hendrie Transportation Inc., province-wide, Railway, Transport and General Workers (CLC)	May	150
Hilton International Windsor, Windsor, Textile Processors (Ind.)	Jan.	18
Hoffman Meats Inc., Kitchener, Food and Commercial Workers (AFL-CIO/CLC)	Dec.	410
Home Care for Metropolitan Toronto, Employeeess Assn. (Ind.) (full-time clerical and professional empls.)	Dec.	442
Hudson Bay Diecasting Ltd., Brampton, Cdn. Auto Workers (CLC)	June	195
Huron County Board of Education, Clinton, Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	364
Huron County Corp., Huronview Home for the Aged, Clinton, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	July	278
I.B.L. Industries Ltd., Burlington, Cdn. Auto Workers (CLC)	Jan.	9
Imasco Limited, Imperial Tobacco Div., Guelph, Bakery and Tobacco Workers (AFL-CIO/CLC) (production and office empls.)	Aug.	298
Inco Ltd., Ontario Div., Port Colborne and Sudbury, United Steelworkers (AFL-CIO/CLC)	May	147
Inglis Ltd., Toronto, United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	Mar.	59
Interior Systems Contractors Assn. of Ontario, province-wide, Carpenters (AFL-CIO)	June	209
International Malleable Iron Co. Ltd., Guelph, United Steelworkers (AFL-CIO/CLC)	Mar.	57

Employer and Union

Issue

Page

ITT, Aimco Div., St. Catharines, Cdn. Auto Workers (CLC)	Nov.	385
J. M. Schneider Inc., Kitchener, Schneider Employees' Assn. (Ind.)	Sept.	318
John Rennie Ltd., Guelph, Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	98
John T. Hepburn Ltd., Mississauga and Toronto, United Steelworkers (AFL-CIO/CLC) (hourly rated empls.)	June	196
KeepRite Inc., Brantford, KeepRite Workers' Independent Union (Ind.)	Nov.	387
Kellogg Salada Canada Inc., London, Grain Millers (AFL-CIO/CLC)	Aug.	297
Kelsey-Hayes Canada Ltd., Windsor Div., Cdn. Auto Workers (CLC)	Nov.	387
Kendan Manufacturing Ltd., Windsor, Cdn. Auto Workers (CLC)	Nov.	386
Kent County Roman Catholic Separate School Board at Chatham, Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	436
Kimberly-Clark of Canada Ltd., Pulp and Forest Products Operations, Terrace Bay, Electrical Workers (IBEW)(AFL-CIO/CFL) and United Paperworkers (AFL-CIO/CLC)	Aug.	300
Kimberly-Clark of Canada Ltd., Pulp and Paper Forest Products Div., Longlac, Woodworkers-Canada (AFL-CIO/CLC)	June	185
Kingston City Corp. including Rideaucrest Home for the Aged, CUPE (CLC) (inside and outside empls.)	Mar.	80
Kingston Spinners (Canada) Inc, Kingston, Clothing and Textile Workers (AFL-CIO/CLC)	Oct.	351
Kitchener City Corp., CUPE (CLC) (office, clerical and technical empls.)	Aug.	312
Kitchener City Corp., CUPE (CLC) (outside empls.)	Aug.	313
Kitchener City Corp., Transit Div., Dept. of Transportation Services, Railway, Transport and General Workers (CLC)	Nov.	392
Kraus Carpet Mills Ltd., Chrome Print and Varichrome Yarns, Waterloo, Food and Commercial Workers (AFL-CIO/CLC)	Oct.	373
Labourers Employer Bargaining Agency for the Ontario General Contractors Assn. Labour Relations Bureau, Ontario Masonry Contractors Assn., Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ontario, Concrete Floor Contractors Assn. of Ontario, province-wide, Labourers (AFL-CIO) (industrial, commercial and institutional construction)	May	160
Lake Ontario Steel Co., Whitby, United Steelworkers (AFL-CIO/CLC)	Apr.	101
Lakehead Board of Education, Thunder Bay, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	33

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Lakehead Board of Education, Thunder Bay, Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	34
Lakehead District Roman Catholic Separate School Board, Thunder Bay, Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	75
Lakehead University, Thunder Bay, Faculty Assn. (Ind.)	Jan.	16
Lambton County Board of Education, Sarnia, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	May	152
Lambton County Board of Education, Sarnia, Ont. Secondary School Teachers' Fed. (Ind.)	July	284
Lambton County Roman Catholic Separate School Board, Sarnia, Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary school teachers)	July	286
Lanark County Board of Education, Perth, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Dec.	437
Lanark County Corp., Fairview Manor, Almonte and Lanark Lodge, Perth, CUPE (CLC) (full-time and part-time service empls.)	Apr.	122
Lennox Industries (Canada) Ltd., Toronto, United Steelworkers (AFL-CIO/CLC)	June	197
Lily Cups Inc., Toronto, Graphic Communications Union (AFL-CIO/CLC)	June	192
Lincoln County Board of Education, St. Catharines, Fed. of Women Teachers' Assns of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	331
Lincoln County Board of Education, St. Catharines, Ont. Public School Teachers Fed. (Ind.) (occasional elementary teachers)	May	173
Lincoln County Separate School Board, St. Catharines, Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco Ontariens (Ind.) (elementary school teachers)	Dec.	425
Lindsay Specialties Ltd., Lindsay, Rubber Workers (AFL-CIO/CLC)	Oct.	353
Loblaws Supermarkets Ltd., Ottawa, Toronto and southern Ont. locations, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Nov.	395
Loblaws Supermarkets Ltd., various Ontario centres, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Oct.	358
London City Board of Education, CUPE (CLC) (full time and part-time plant operations empls.)	Aug.	309
London City Board of Education, CUPE (CLC) (full-time and part-time teaching assistants and office and clerical empls.)	June	253

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
London City Board of Education, Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	35
London City Board of Education, Ont. Public School Teachers' Fed. (Ind.)	Nov.	396
London City Corp., Ont. Fire Fighters (Ind.)	Feb.	44
London City Corp., Ont. Fire Fighters (Ind.)	Apr.	114
London City Public Utilities Commission, CUPE (CLC)	Apr.	108
London Sewer, Watermain, Curb, Gutter and Sidewalk Contractors, OLRB Area 3, Labourers (AFL-CIO)	Mar.	84
Mack Canada Inc., Oakville Assembly Plant, Machinists (AFL-CIO/CLC)	Apr.	106
MacMillan Bathurst Inc., Guelph and Toronto, Cdn. Paperworkers (CLC)	Nov.	384
Manchester Plastics Ltd., Gananoque Div., Gananoque, United Steelworkers (AFL-CIO/CLC)	June	247
Maple Leaf Mills Ltd., Toronto and Port Colborne, Ont. and Calgary, Alta., Food and Commercial Workers (AFL-CIO/CLC)	Mar.	49
Marriott Corp., Marriott In-Flight Services of Canada Ltd. Div., Marriott Chateau Flight Kitchens (Toronto), Pearson International Airport, Hotel Empls. (AFL-CIO/CLC)	Apr.	128
McMaster University, Hamilton, Service Employees Intl. (AFL-CIO/CLC) (operations and maintenance empls.)	Feb.	36
Mechanical Contractors Assn. of Ottawa, Renfrew and Ottawa Area, Plumbers (AFL-CIO/CFL)	June	251
Metropolitan Industrial and Commercial Masonry Contractors, Inc., OLRB Area 8, Bricklayers Intl. (AFL-CIO/CFL)(residential construction)	June	251
Metropolitan Toronto Assn. for Community Living, Residential Services and Vocational and Industrial Services, CUPE (CLC) (full-time and part-time empls.)	Oct.	374
Metropolitan Toronto Board of Commissioners of Police, Police Assn. (Ind.) (police officers)	Jan.	19
Metropolitan Toronto Board of Commissioners of Police, Police Assn. (Ind.) (police officers)	Mar.	82
Metropolitan Toronto Board of Commissioners of Police, Police Assn. (Ind.) (Units A, B, C)	Feb.	40
Metropolitan Toronto Board of Commissioners of Police, Police Assn. (Ind.) (Units A, B, C)	Mar.	83

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Metropolitan Toronto Catholic Children's Aid Society, CUPE (CLC) (full time-and part-time social workers, child care workers and other empls.)	June	238
Metropolitan Toronto Children's Aid Society, CUPE (CLC) (full-time and part-time social workers, childcare workers, general and office services and other empls.)	June	239
Metropolitan Toronto Demolition Contractors Inc., province-wide, Labourers (AFL-CIO) (industrial, commercial, institutional and residential construction)	May	166
Metropolitan Toronto Library Board, CUPE (CLC) (full-time and part-time librarians, library assistants, maintenance, office and clerical empls.)	Nov.	404
Metropolitan Toronto Plumbing and Heating Contractors Assn., Div. of the Mechanical Contractors Assn., OLRB Area 8, Plumbers, Residential Div. (AFL-CIO/CFL)	May	167
Metropolitan Toronto Road Builders' Assn., OLRB Area 8, Intl. Operating Engineers (AFL-CIO/CFL)	June	249
Metropolitan Toronto Road Builders' Assn., OLRB Area 8, Labourers and Teamsters (AFL-CIO)	May	161
Metropolitan Toronto Separate School Board, CUPE (CLC) (educational assistants)	Dec.	437
Metropolitan Toronto Separate School Board, CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	Nov.	396
Metropolitan Toronto Separate School Board, CUPE (CLC) (full-time, part-time and temporary maintenance, services and plant operation empls.)	Oct.	365
Metropolitan Toronto Sewer and Watermain Contractors Assn., OLRB Area 8, Intl. Operating Engineers (AFL-CIO/CFL)	May	162
Metropolitan Toronto Sewer and Watermain Contractors Assn., OLRB Area 8, Labourers and Teamsters (AFL-CIO)	May	163
Middlesex County Board of Education, Hyde Park, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Dec.	434
Middlesex County Board of Education, Hyde Park, Ont. Secondary School Teachers' Fed. (Ind.)	June	227
Millwrighting Contractors Assn. of Ontario Inc., province-wide, Carpenters (AFL-CIO) (industrial, commercial and institutional construction)	May	167
Motor Transport Industrial Relations Bureau of Ont. (Inc.), General Freight and General Maintenance Div., system-wide, Teamsters (AFL-CIO) (drivers, dock, garage and maintenance empls.)	Sept.	324
Motor Wheel Corp. of Canada Ltd., Chatham, Cdn. Auto Workers (CLC)	May	141

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Muskoka Board of Education, Bracebridge, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	228
N & D Supermarket Ltd., Windsor, Employees Assn. (Ind.) (full-time and part-time retail food empls.)	Dec.	423
National Capital Road Builders Assn., Ottawa, Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO) and Teamsters (Ind.)	Apr.	118
National Elevator and Escalator Assn., Canada-wide, Elevator Constructors (AFL-CIO/CFL) (industrial, commercial and institutional construction)	July	271
National Research Council of Canada, Ottawa, Professional Institute (Ind.)	Oct.	369
Nestle Enterprises Ltd., Nestle Div., Chesterville, Retail, Wholesale Employees (AFL-CIO/CLC)	Jan.	20
Nestle Enterprises Ltd., Stouffer Div., Trenton, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	Jan.	4
Niagara South Board of Education, Welland, Fed. of Women Teachers' Assn. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	426
Niagara South Board of Education, Welland, Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	435
Nipissing Board of Education, North Bay, Ont. Secondary School Teachers' Fed. (Ind.)	July	292
Nipissing District Roman Catholic Separate School Board, North Bay, Ont. English Catholic Teachers' Assn. (Ind.)	Dec.	427
Norfolk Board of Education, Simcoe, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	365
Norfolk Board of Education, Simcoe, Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	366
Norfolk General Hospital and Nursing Home, Simcoe, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	July	277
North American Plastics Company Ltd., Wallaceburg, United Auto Workers (AFL-CIO)	Mar.	67
North Bay City Corp., CUPE (CLC) (inside and outside empls.)	June	240
North York City Corp., Ont. Fire Fighters (Ind.)	May	159
North York City Corp., Ont. Fire Fighters (Ind.)	July	283
Northern Telecom Canada Ltd., Belleville, Brampton, Kingston, London, Ontario and Saint John, N.B., Cdn. Auto Workers (CLC) (office, clerical, technical and hourly rated empls.)	Mar.	60

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Northern Telecom Canada Ltd., Hamilton, Kitchener, London, North Bay, Toronto and Windsor, Ont., Winnipeg, Man., Saskatoon, Sask., and Edmonton and Calgary, Alta., Communications-Electrical Workers (CLC) (installers, shop, warehouse and office empls.)	Mar.	63
Northern Telephone Ltd., northern Ontario, Communications-Electrical Workers (CLC) (plant and office empls.)	Dec.	422
O.E. Inc., Markham, United Steelworkers (AFL-CIO/CLC)	Sept.	328
Ontario Blue Cross, Toronto, OHA/Blue Cross Employees' Assn. (Ind.) (office and clerical empls.)	Oct.	362
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres, Internes and Residents Assn. (Ind.)	Apr.	120
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres, Internes and Residents Assn. (Ind.)	June	235
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide, Ont. Public Service Empls. (NUPGE) (CLC) (full-time academic staff, counsellors and librarians, and partial load instructors)	Apr.	110
Ontario Educational Communications Authority, Toronto, Broadcast Employees (CLC) (office and technical empls.)	Sept.	326
Ontario Erectors Assn. Inc., province-wide, Structural Iron Workers (AFL-CIO) (steel erectors) (industrial, commercial and institutional construction)	May	167
Ontario Government, Ont. Public Service Empls. (NUPGE) (CLC) (scientific and professional services category)	May	158
Ontario Government, Ont. Public Service Empls. (NUPGE) (CLC) (institutional care services category)	Dec.	431
Ontario Government, Ont. Public Service Empls. (NUPGE) (CLC) (technical services category)	Oct.	372
Ontario Government, Ont. Public Service Empls. (NUPGE) (CLC) (general operational services category)	Oct.	371
Ontario Government, Ont. Public Service Empls. (NUPGE) (CLC) (administrative services category)	Sept.	338
Ontario Government, Ont. Public Service Empls. (NUPGE) (CLC) (office administration group)	Oct.	371
Ontario Government, Ont. Public Service Empls. (NUPGE) (CLC) (maintenance services category)	Dec.	432
Ontario Government, Ont. Provincial Police (Ind.) (police officers)	Apr.	113
Ontario Housing Corp. and other Housing Authorities, province-wide except Metro Toronto, CUPE (CLC)(office and maintenance empls.)	June	218

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Ontario Industrial Roofing Contractors Assn., province-wide, Sheet Metal Workers, Roofers Section (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	168
Ontario Masonry Contractors Assn. and Independent Masonry Contractors, OLRB Area 15, Residential Agreement, Bricklayers Intl.(AFL-CIO/CFL)(bricklayers, stonemasons and plasterers)	July	288
Ontario Masonry Contractors Assn., Ottawa, Labourers (AFL-CIO)(mason tenders, residential construction)	June	252
Ontario Masonry Industry Employers Council, province-wide, Bricklayers Intl. (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers) (industrial, commercial and institutional construction)	May	169
Ontario Master Insulators' Assn. Inc., province-wide, Asbestos Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction and maintenance)	May	169
Ontario Mechanical Contractors Assn., province-wide, Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	170
Ontario Painting Contractors Assn., Acoustical Assn. of Ont., and Interior Systems Contractors Assn. of Ont., province-wide, Painters (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction)	June	209
Ontario Precast Concrete Manufacturers Assn., province-wide, Labourers (AFL-CIO) (erectors and finishers of precast concrete products) (industrial, commercial and institutional construction)	June	211
Ontario Refrigeration and Air Conditioning Contractors Assn. province-wide, Plumbers (AFL-CIO/CFL)	July	272
Ontario Sheet Metal and Air Handling Group, province-wide, Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	171
Ontario Store Fixtures Inc., Wood Div., Toronto, Carpenters (AFL-CIO)	Jan.	7
Ontario Terrazzo, Tile and Marble Guild Inc., province-wide, Bricklayers Intl. (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	172
Operating Engineers Employer Bargaining Agency, Crane and Equipment Rental, Steel Erection or Mechanical Installation, Foundation, Piling and Caisson Boring, Excavating, Building and Construction Work and Survey Work, province-wide, Intl. Operating Engineers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	June	248
Oshawa Group Ltd., Oshawa Foods Div., Toronto and other southern Ontario centres, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Oct.	359

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Ottawa Board of Education, CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	Oct.	367
Ottawa Board of Education, Employees Assn. (Ind.) (full-time and part-time custodial, maintenance and service empls.)	Mar.	76
Ottawa Board of Education, Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	229
Ottawa Board of Education, Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	154
Ottawa City Board of Commissioners of Police, Police Assn. (Ind.)	Dec.	432
Ottawa City Corp., Ont. Fire Fighters (Ind.)	June	241
Ottawa City Corp., Ont. Fire Fighters (Ind.)	Dec.	433
Ottawa Civic Hospital, CUPE (CLC) (medical technologists and technicians)	Nov.	398
Ottawa Construction Assn., OLRB Area 15, Labourers (AFL-CIO)(non-ICI agreement)	June	252
Ottawa Construction Assn., OLRB Areas 14, 15 and 31, Carpenters (AFL-CIO) (Non-ICI construction)	June	212
Ottawa Roman Catholic Separate School Board, Assn. des Enseignants Franco-Ontariens (Ind.) (elementary and secondary school teachers)	June	229
Ottawa-Carleton Children's Aid Society, Ottawa, Ontario Public Service Empls. (NUPGE) (CLC) (full-time and part-time empls.)	Dec.	430
Ottawa-Carleton Regional Health Unit, Ottawa, Employees Assn. (Ind.)	Sept.	345
Ottawa-Carleton Regional Municipality, CUPE (CLC) (full-time, part-time and temporary inside and outside empls.)	Apr.	129
Ottawa-Carleton Regional Transit Commission, Ottawa, Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance empls.)	Sept.	343
Oxford County Board of Education, Woodstock, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	397
Oxford County Board of Education, Woodstock, Ont. Secondary School Teachers' Fed. (Ind.)	July	292
Parnell Foods (1981) Ltd., Toronto and vicinity, Rubber Workers (AFL-CIO/CLC)	July	281
Patons & Baldwins Canada Inc., Toronto, Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	299
PCL Packaging Ltd., Oakville, Energy and Chemical Workers (CLC)	Apr.	99

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Peel Board of Education, Mississauga, CUPE (CLC) (part-time cleaners)	Nov.	398
Peel Board of Education, Mississauga, Ont. Secondary School Teachers' Fed. (Ind.) (occasional teachers)	July	285
Perth County Board of Education, Stratford, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	May	155
Perth County Board of Education, Stratford, Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	428
Peterborough County Board of Education, Peterborough, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	293
Petro-Canada Products Inc., North York, Clarkson, Oakville, Ont. and other centres across Canada, Energy and Chemical Workers (CLC)	June	202
Phillips Cables Ltd., Brockville, Communications-Electrical Workers (CLC)	Sept.	340
Pipe Line Contractors Assn. of Canada (Distribution Pipeline Agreement), Canada-wide except Quebec, Intl. Operating Engineers (AFL-CIO/CFL)	July	269
Pipe Line Contractors Assn. of Canada (Distribution Pipeline Agreement), Canada-wide except Quebec, Labourers (AFL-CIO)	July	270
Placer Dome Inc., Dome Mine, South Porcupine, United Steelworkers (AFL-CIO/CLC) (mine, mill and plant empls.)	June	246
Plasterers Employer Bargaining Agency, province-wide, Plasterers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	June	213
Polysar Ltd., Sarnia, Energy and Chemical Workers (CLC)	Mar.	66
Prescott-Russell County Board of Education, Hawkesbury, Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	15
Prescott-Russell County Board of Education, Hawkesbury, Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	332
Prescott-Russell County Roman Catholic Separate School Board, L'Orignal, Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	110
Provincial Schools Authority, province-wide, Provincial Schools Teachers (Ind.)	Sept.	338
Quaker Oats Co. of Canada Ltd., Pet Food Div., Trenton, Employees Assn. (Ind.)	Mar.	49

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Quaker Oats Co. of Canada Ltd., Peterborough, Quaker Oats Employees Independent Union - Cereals (Ind.)	May	135
Quality Meat Packers Ltd. and Toronto Abattoirs Ltd., Toronto, Food and Commercial Workers (AFL-CIO/CLC)	Nov.	380
Queen's University, Kingston, CUPE (CLC) (physical, technical and laboratory services)	Feb.	37
Radisson Hotel, Delta Hotels Ltd., operating as Delta Ottawa, Four Seasons Hotels Ltd., Talisman Motor Inn, Lord Elgin Hotel and York Hanover Hotels Ltd. (The Skyline Ottawa), Ottawa, Hotel Empls. (AFL-CIO/CLC)	May	177
Renfrew County Board of Education, Pembroke, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	230
Renfrew County Board of Education, Pembroke, Ont. Secondary School Teacher's Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	230
Renfrew County Roman Catholic Separate School Board, Pembroke, Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	333
Residential Painting Contractors of Ont., OLRB Area 8, Painters (AFL-CIO/CFL)	May	172
Rio Algom Ltd., Atlas Specialty Steels Div., Welland, Cdn. Steelworkers (Ind.)	May	174
Riverdale Hospital, Toronto, CUPE (CLC) (registered nurses and paramedics)	Aug.	309
Riviera Slacks Inc. Toronto, Ladies Garment Workers (AFL-CIO/CLC)	Aug.	300
Rockwell International of Canada Ltd., Tilbury, Cdn. Auto Workers (CLC)	Sept.	339
Rodmen Employer Bargaining Agency for the Industrial Contractors Assn. of Canada, Ontario General Contractors Assn. Labour Relations Bureau and Reinforcing Steel Institute of Ontario, province-wide, Structural Iron Workers (AFL-CIO) (industrial, commercial and institutional construction)	May	173
Royal Canadian Mint, Ottawa, Ont., Hull, Que. and Winnipeg, Man., Public Service Alliance (CLC)	Aug.	302
Ryerson Polytechnical Institute Board of Governors, Toronto, Cdn. Educational Workers (Ind.) (full-time sessional and part-time instructors)	Dec.	441
Ryerson Polytechnical Institute Board of Governors, Toronto, Faculty Assn. (Ind.)	Feb.	36
Ryerson Polytechnical Institute Board of Governors, Toronto, Ontario Public Service Employees (NUPGE) (CLC) (office, clerical, technical and food service empls.)	July	275

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Salvation Army Grace Hospital, Windsor, Service Empls. Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	Nov.	404
Sarnia General Hospital, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	Nov.	400
Sault Ste. Marie Board of Education, CUPE (CLC) (caretakers and maintenance empls.)	Nov.	398
Sault Ste. Marie Board of Education, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	231
Sault Ste. Marie District Roman Catholic Separate School Board, Sault Ste. Marie, Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	438
Scarborough City Board of Education, CUPE (CLC) (full-time and part-time operations and maintenance empls.)	Oct.	367
Scarborough City Corp., Intl. Fire Fighters (AFL-CIO/CLC)	Oct.	375
Scarborough City Corp., Intl. Fire Fighters (AFL-CIO/CLC)	July	283
Schlegel Canada Inc., Burlington and Oakville, Clothing and Textile Workers, (AFL-CIO/CLC)	June	191
Shell Canada Products Ltd., Sarnia Refinery, Corunna, Energy and Chemical Workers (CLC)	May	143
Simcoe County Board of Education, Barrie, Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	155
Simcoe County Board of Education, Barrie, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time office, clerical and technical empls. and teacher assistants)	Sept.	333
Simpsons Ltd., and The Bay, Brampton, Etobicoke, Kingston, Kitchener, Toronto and Windsor, Retail Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	Mar.	71
Sklar-Peppler Inc., Sklar Div., Whitby, United Steelworkers (AFL-CIO/CLC)	Sept.	321
Slater Industries Inc., Slater Steels-Hamilton Specialty Bar Div., Hamilton, United Steelworkers (AFL-CIO/CLC)	Mar.	56
Smith & Stone (1982) Inc., Georgetown, Cdn. Auto Workers (CLC)	June	199
Southam Inc., Windsor Star Div., Joint Council of Unions (AFL-CIO/CLC)	June	192
Southwestern Ontario Ready Mix Companies, Kitchener, St. Catharines and vicinity, Teamsters (Ind.)	June	200
Spruce Falls Power and Paper Co. Ltd., Kapuskasing, Woodworkers Canada (CLC) (woods operations empls.)	Jan.	3

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
St. Clair Tool & Die Ltd, Wallaceburg, United Auto Workers (AFL-CIO)	Nov.	388
St. Joseph's Hospital, Hamilton and 47 other hospitals, province-wide, Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time paramedical empls.)	June	236
St. Michael's Hospital and 160 other hospitals, province-wide, Ont. Nurses' Assn. (Ind.)	Feb.	38
St. Vincent Hospital, Ottawa, Intl. Operating Engineers (AFL-CIO/CFL) (full-time and part-time service empls.)	June	243
Star Valenti Inc., Toronto, Food and Commercial Workers (AFL-CIO/CLC)	Sept.	319
Steinberg Inc., Miracle Food Mart Div., various locations throughout southern Ont., Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Oct.	361
Steinberg Inc., Miracle Food Mart Div., province-wide, Teamsters (AFL-CIO) (distribution centre and satellite warehouse empls.)	Nov.	405
Steinberg Inc., Trillium Meats Div., Etobicoke, Food and Commercial Workers (AFL-CIO/CLC)	Sept.	341
Stelco Inc., Stelpipe Unit, Welland, Electrical Workers (UE) (CLC)	Feb.	26
Sterling Drug Ltd., Aurora, Energy and Chemical Workers (CLC)(plant and laboratory empls.)	May	143
Stormont, Dundas and Glengarry County Board of Education, Cornwall, Ont. Seconday School Teachers' Fed. and Assn. des Enseignants Frano-Ontariens (Ind.)	June	231
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board, Cornwall, Ont. English Catholic Teachers' Assn. (Ind.)	Mar.	77
Strathearn House Group Ltd., Kroehler Furniture Co. Div., Stratford, United Steelworkers (AFL-CIO/CLC)	Nov.	383
Sudbury Board of Education, CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	June	232
Sudbury Board of Education, Sudbury, Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	254
T.A.G. Apparel Group Inc., Harvey Woods Div., Woodstock, Clothing and Textile Workers (AFL-CIO/CLC)	Nov.	381
T.A.G. Apparel Group Inc., Penmans Co., Cambridge, Clothing and Textile Workers (AFL-CIO/CLC)	Nov.	382
T.C.C. Bottling Ltd., Toronto, Ottawa, Kitchener, London, Hamilton, Windsor, Food and Commercial Workers (AFL-CIO/CLC) (production, sales and office empls.)	Dec.	411

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
T.C.C. Bottling Limited, Toronto, Cdn. Auto Workers (CLC) (production and sales empls.)	July	263
Tenneco Canada Inc., J. I. Case Co. Div., Hamilton, United Steelworkers (AFL-CIO/CLC)(production and office empls.)	Apr.	104
Tenneco Canada Inc., Walker Exhausts Div., Cambridge, United Steelworkers (AFL-CIO/CLC)	Feb.	28
Thomas Built Buses of Canada Ltd., Woodstock, Cdn. Auto Workers (CLC)	Dec.	416
Thunder Bay Construction Assn, OLRB Areas 22, 23, 24, Carpenters (AFL-CIO) (non-ICI construction)	June	244
Timberjack Inc., Manufacturing Facility, Woodstock, Glass, Molders and Allied Workers (AFL-CIO/CLC)	Apr.	104
Toronto and Vicinity Ready Mix Companies, Toronto, Teamsters (AFL-CIO)	June	200
Toronto City Board of Education, Central Ontario Building and Construction Trades Council (AFL-CIO and CFL)	Sept.	344
Toronto City Corp., Toronto, Intl. Fire Fighters (AFL-CIO/CLC)	June	242
Toronto Cloak Manufacturers' Assn., Ladies Garment Workers (AFL- CIO/CLC)	Sept.	343
Toronto Hospital, Toronto General Div., CUPE (CLC) (part-time service empls.)	May	156
Toronto Masonry Contractors' Assn. Inc., Bricklayers Ind. (CCU) (bricklayers and bricklayers' assistants)	Sept.	324
Toronto Transit Commission, Wheel-Trans Div., Transit Union (Intl.) (AFL-CIO/CLC) (operators)	Sept.	326
Toronto-Residential Air Handling Group, OLRB Area 8, Sheet Metal Workers (AFL-CIO/CLC)	June	213
Trailmobile Group of Companies Ltd., Brantford, Cdn. Auto Workers (CLC)	Aug.	303
Transit Windsor, Transit Union (AFL-CIO/CLC)	Mar.	68
Travelways Ltd., Markham Div., Railway, Transport and General Workers (CLC)	Mar.	69
Treasury Board of Canada, Aircraft Operations Assn. (Ind.) (aircraft operations group)	Aug.	312
Treasury Board of Canada, Cdn. Professional and Technical Empls. (Ind.) (translation group)	Aug.	311
Treasury Board of Canada, Economists and Related Empls. (Ind.)	Sept.	337
Treasury Board of Canada, Professional Institute (Ind.) (chemistry group)	Nov.	406

Employer and Union

Issue

Page

Treasury Board of Canada, Professional Institute (Ind.) (commerce group)	Aug.	310
Treasury Board of Canada, Professional Institute (Ind.) (computer systems administration group)	July	282
Treasury Board of Canada, Professional Institute (Ind.) (engineering and land survey group)	Nov.	401
Treasury Board of Canada, Professional Institute (Ind.) (meteorology group, full-time and part-time empls.)	Apr.	129
Treasury Board of Canada, Professional Institute (Ind.) (physical sciences group)	Oct.	369
Treasury Board of Canada, Public Service Alliance (CLC) (financial administration group)	June	244
Treasury Board of Canada, Public Service Alliance (CLC) (education group)	Oct.	370
Treasury Board of Canada, Public Service Alliance (CLC) (auditing group)	Aug.	311
Tridon Ltd., Burlington, Employees Assn. (Ind.)	Dec.	417
Union Carbide Canada Ltd., Carbon Products, Welland, Electrical Workers (UE) (CLC)	Apr.	106
Union Gas Ltd., southwestern Ontario, Energy and Chemical Workers (CLC) (hourly rated and salaried empls.)	Mar.	70
United Parcel Service Canada Ltd., province-wide, Teamsters (AFL-CIO)	June	252
University Hospital, London, Service Employees Intl (AFL-CIO/CLC) (full-time and part-time service empls.)	Apr.	111
University of Guelph, CUPE (CLC) (trades, services and maintenance empls.)	Dec.	429
University of Guelph, Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	Sept.	335
University of Toronto Governing Council, CUPE (CLC)	July	276
University of Waterloo, CUPE (CLC) (plant operations and food service empls.)	June	235
Urban Transportation Development Corporation Inc., Can-Car, Kingston Works Div., Millhaven, Cdn. Auto Workers (CLC)	July	269
Utility Contractors Assn. of Ontario, province-wide, Labourers (AFL-CIO)	June	249
Valdi Foods (1987) Inc., province-wide, Food and Commercial Workers (AFL-CIO/CLC) (part-time empls.)	June	218

<u>Employer and Union</u>	<u>Issue</u>	<u>Page</u>
Versa-Care Ltd. and Brierwood Health Care Partnership, Brierwood Health Centre, Brantford, Summit Place, Owen Sound, Telfer Place, Paris, Christian Labour Assn. (Ind.)	July	279
Versa-Care Ltd., Bestview Health Care Centres Inc., Christian Labour Assn. (Ind.)	July	279
Victoria Hospital Corp., London, Office and Professional Empls. (AFL-CIO/CLC)	Sept.	342
Victorian Order of Nurses, Ottawa, Ont. Nurses' Assn. (Ind.)	Nov.	400
Visiting Homemakers Assn., Toronto, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	May	157
Voyageur Colonial Ltd., various centres in Ontario and Quebec, Railway, Transport and General Workers (CLC) (bus operators, information and ticket clerks, and garage and parbus empls.)	July	273
W.C.I. Manufacturing Ltd., Cambridge Plant, Cambridge, Machinists (AFL-CIO/CLC)	Dec.	417
Wabco-Standard Ltd., American Standard Div., Lansdowne Plant, Toronto, Glass, Molders and Allied Workers (AFL-CIO/CLC)	June	201
Wajax Ltd., Pitman Manufacturing Co. Inc., Markham, Cdn. Auto Workers (CLC)	Aug.	304
Walbar of Canada Inc., Mississauga, United Steelworkers (AFL-CIO/CLC)	Dec.	415
Waterloo County Board of Education, Kitchener, Educational Support Staff Assn. (Ind.)	Apr.	127
Waterloo County Roman Catholic Separate School Board, Kitchener, Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary and secondary school teachers)	June	255
Waterloo Metal Stampings, Kitchener, United Steelworkers (AFL-CIO/CLC)	Mar.	57
Waterloo Regional Board of Commissioners of Police, Kitchener, Police Assn. (Ind.) (police officers)	June	242
Welded Tube of Canada Ltd., Vaughan, United Steelworkers (AFL-CIO/CLC)	Mar.	58
Wellington County Board of Education, Guelph, Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	368
Wellington County Board of Education, Guelph, Ont. Secondary School Teachers' Fed. (Ind.)	June	233
Wellington County Separate School Board, Guelph, Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	440

Employer and Union

Issue

Page

Westinghouse Canada Inc., London, Electrical Workers (UE)(CLC)	May	142
William H. Kaufman Inc., Kitchener, Rubber Workers (AFL-CIO/CLC)	Feb.	44
Windsor City Board of Commissioners of Police, Police Assn. (Ind.) (Unit A)	Apr.	115
Windsor City Corp., CUPE (CLC) (inside empls.)	Apr.	116
Windsor City Corp., CUPE (CLC) (outside empls.)	May	159
Windsor City Corp., Ont. Fire Fighters (Ind.)	Apr.	116
Windsor Mold Inc., Emrick Plastics Div., Cdn. Auto Workers (CLC)	Dec.	420
Windsor Roman Catholic Separate School Board, Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	June	234
Woodbridge Foam Corp., Woodbridge, Cdn. Auto Workers (CLC)	Mar.	90
Workers' Compensation Board, province-wide, CUPE (CLC)	Dec.	442
York City Corp., Works Dept. and Parks and Recreation Dept., CUPE (CLC) (outside empls.)	Apr.	117
York Region Roman Catholic Separate School Board, Richmond Hill, CUPE (CLC)	Jan.	15



NOV 08 1989



3 1761 11468696 7